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| Policy Name:         | Greek Life Risk Management |
| Effective Date:      | January 2020               |
| Last Revision Date:  | N/A                        |
| Last Review Date:    | February 1, 2022           |
| Approving Authority: | Board of Regents           |
| Responsible Office:  | Student Affairs            |
| Category:            | Student Affairs            |

**Purpose**

This Greek Life Risk Management Policy governs any event and/or activity that is hosted, sponsored, or endorsed by a Greek Life organization affiliated with the Interfraternity Council, Panhellenic Council or National Pan-Hellenic Council (“Organization”). This includes those events and activities that occur on or off Organization premises. The Greek Life Office and /or respective council must be notified of any event, including any meetings and ritual, held by the organization through the use of university supplied database (Bearcat Link) 72 business hours (three business days), prior to the beginning of the event. Violation(s) of this policy may result in, among other things, discipline pursuant to Northwest Missouri State University’s Student Organization Conduct Policy.

**Policy**

**Compliance With Applicable Laws and University Policies**

The Organization will comply with all federal, state, and local laws and regulations as well as all applicable University policies.

Northwest Missouri State University also expects an Organization to comply with its national standards. If a conflict arises between a University policy and an Organization’s national standards, the Organization should adhere to the stricter of the two. Nonetheless, a violation of an Organization’s national standards that does not otherwise result in a violation of University policy will be adjudicated through the Organization’s national processes, not the University’s Student Organization Conduct Policy. Moreover, an Organization’s compliance with its national standards is not a legitimate defense to a violation of University policy.

**Alcohol and Illegal Drugs**

If an Organization hosts, sponsors, or endorses any activity or event that involves the consumption of alcohol, the Organization agrees as follows:

- (1) No person under the legal drinking age will possess, consume, provide, distribute, sell, or be provided with an alcoholic beverage.
- (2) No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while or at any activity or event hosted, sponsored, or endorsed by the Organization.
- (3) All alcoholic beverages must either be: (a) provided and/or sold on a per-drink basis by a licensed and insured third-party vendor (“TPV”) (e.g., restaurant, bar, caterer, etc.); or (b) brought by individual members and guests through a ‘bring your own beverage’ (“BYOB”) system.

- (4) Alcohol products above 15% alcohol by volume (“ABV”) are prohibited at any event or activity, except when served at an event or activity by a licensed and insured TPV.

### **Third-Party Vendor**

- The TPV must be properly licensed by the appropriate local and state authority. This might involve both a liquor license and a temporary license to sell on the premises where the event or activity is to be held. It is the Organization’s responsibility to ensure that the TPV complies with this Policy.
- The TPV must be properly insured with a minimum of \$1,000,000 of general liability insurance, evidenced by a properly completed certificate of insurance prepared by the insurance provider.
- The TPV must assume, in writing, all the responsibilities that any other purveyor of alcoholic beverages would assume in the normal course of business, including, but not limited to:
  - a. Check identification cards upon entry to the event or activity
  - b. Identify those attendees who are of legal age to consume alcohol
  - c. All alcohol sales must be cash/credit per drink to individuals
  - d. Refrain from serving minors any alcoholic beverage
  - e. Refrain from serving any individual who appears to be intoxicated any additional alcoholic beverage
  - f. Maintain control of distribution and consumption of ALL alcoholic beverages
  - g. No alcohol - opened or unopened – is to be given, sold, or furnished to the Organization
- All contracts must be executed in the Organization’s name on behalf of the national/international organization (ex. Beta Eta Chapter of Alpha Beta Gamma Fraternity) and it is recommended that all contracts are sent to the Organization Headquarters for review before execution.

### **Bring Your Own Beverage**

- The alcohol that each person may bring to and consume at a BYOB event is no more than six standard drinks below 15% ABV (consisting of beer, cider, wine, wine coolers, etc.) for each person of legal drinking age who will be consuming alcohol at the event or activity. Standard drink sizes refer to the U.S. Department of Health and Human Services’ definition available at the following link: <https://www.niaaa.nih.gov/what-standard-drink>
  - No hard liquor or beverages over 15% ABV is allowed at the activity or event.
  - The Organization is responsible for creating and executing a system for ensuring responsible consumption of alcohol, including, but not limited to:
    - a. Checking IDs at the door and physically identifying (i.e. non-removable wristband, non-transferable stamp or marking, etc.) those of legal drinking age and those who are not
    - b. Centralized location for storing of alcoholic beverages
    - c. Accountability system
    - d. Distribution system
  - Responsible Contacts must staff the service center and distribute the alcoholic beverages.
  - Responsible Contacts are not permitted to serve anyone who is visibly intoxicated any additional alcoholic beverage(s).
  - Only one alcoholic beverage per person may be distributed at a time.
- (5) Combined or common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured TPV, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an activity or event).
- (6) Alcoholic beverages must not be purchased with Organization funds or funds pooled by members or guests of the activity or event (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
- (7) An Organization must not co-host, co-sponsor, endorse, or in any way participate in an activity or event with any other group or entity that purchases or provides alcohol, illegal drugs, or controlled substances.

- (8) An Organization must not co-host, co-sponsor, endorse, or in any way participate in an activity or event with a bar, event promoter, or alcohol distributor; however, an Organization may rent a bar, restaurant, or other licensed and insured TPV to host an Organization activity or event.
- (9) Attendance by non-members of the Organization at any activity or event where alcohol is present must be by invitation only, and the Organization must utilize a guest list system and must not exceed local fire or building code capacity (whichever occupancy is less).
- (10) Any event or activity related to an Organization's new member joining process (e.g., recruitment, intake, rush, etc.) must be free of alcohol and illegal drugs. No alcohol or illegal drugs may be present if the event or activity is related to, or taking place within 24 hours of, any new member activities, meetings, or initiation into a Greek organization, including but not limited to "bid night," "Big/Little" events or activities, "family" events or activities, and any ritual or ceremony.
- (11) Organizations, members, and/or guests must not permit, encourage, coerce, or participate in any activities involving the rapid consumption of alcohol, such as drinking games.
- (12) Members may not bring non-Northwest Missouri State University student guests to events or activities with alcohol who are under the age of 18.

### **Hazing**

Northwest Missouri State University prohibits hazing. The University's Anti-Hazing Policy may be found in the University Policy Library as linked below.

<https://www.nwmissouri.edu/policies/student/Anti-Hazing.pdf>

### **Sexual Misconduct**

Northwest Missouri State University prohibits sexual misconduct. The University's Sexual Misconduct Policy and Procedure may be found in the University Policy Library as linked below.

<https://www.nwmissouri.edu/policies/student/Title-IX-Sexual-Misconduct.pdf>

The employment or use of strippers, exotic dancers, or similar, whether professional or amateur, at any Organization activity or event is prohibited.

### **Firearms, Explosive, Or Incendiary Devices**

The Organization and its members must comply with all federal, state, and local laws and regulations as well as University policies related to firearms or explosive or incendiary devices.

Firearms or explosive or incendiary devices are prohibited from the Organization premises and at all Organization activities or events unless the express, written consent has been provided by the Organization's national / headquarter office and the intended use complies all laws and regulations and applicable University policies.

### **Retaliation**

Northwest Missouri State University prohibits retaliation and harassment against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of this Greek Life Risk Management Policy.

It is a violation of this policy to retaliate against any member of the University Community who reports or assists in making a complaint or who participates in the investigation of a complaint in any way. Persons who believe they have

been retaliated against in violation of this policy should make a complaint in the manner set forth in Section IV.A of the University Non-Discrimination and Anti-Harassment Policy and Procedure found in the University Policy Library (<https://www.nwmissouri.edu/policies/student/Title-VI-Non-Discrimination-and-Anti-Harassment.pdf>).

### **Policy Distribution**

Each Organization shall distribute the Greek Life Risk Management Policy on an annual basis to its members. A copy of the Greek Life Risk Management Policy is available on the Northwest Missouri State University Policy Library as linked below.

### **Resource Guide**

In addition to the Greek Life Risk Management Policy, a companion resource guide will be updated and distributed annually by the Greek Life Office to include procedural best practices for the implementation of this policy.

### **Resource Credit**

North American Interfraternity Conference Alcohol and Drug Guidelines  
Holmes Murphy Fraternal Practice