

COLLEGE *of*  
CHARLESTON

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OFFICE OF GREEK LIFE

**2011-2012**

**Risk Management Policy**

**For the Inter-Fraternity, National Pan-Hellenic and  
College Panhellenic Fraternities and Sororities at the  
College of Charleston**

*The Inter-Fraternity Council, National Pan-Hellenic Council and Panhellenic Council are registered student organizations at College of Charleston. Registration shall not be construed as approval, endorsement or sponsorship by College of Charleston of the student organization's publications, activities, purposes and actions.*

## **INTRODUCTION**

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The mission of the Office of Greek Life is to promote student development by providing opportunities for scholarship, community service, campus involvement and fraternal friendship by ensuring all members a high-quality and safe undergraduate experience. At the College of Charleston, it is our goal to be a nationally recognized Greek Community. To fulfill this goal, we strive for continuous improvement in all aspects of scholarship, programs, services and operations.

The following policy has been created to assist chapters in the areas of Greek policy awareness, event management, responsible member behavior and decision-making, reducing legal liability, and providing a healthy and safe environment for members and guests.

Throughout this policy, the term “off-campus” refers to any location not in or on the property of College of Charleston. The term “fraternity” refers inclusively to both men’s fraternities and women’s sororities, unless otherwise stated. The terms “IFC,” “NPHC”, and “NPC” refer to the Inter-Fraternity Council, National Pan-Hellenic Council, and the College Panhellenic Council respectively.

## **SECTION 1: EXPECTATIONS**

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### **Expectations for Fraternity and Sorority Chapters**

- Adhere to the principles and ideals contained in your Ritual.
- Comply with all federal, state and local laws as well as all of your national policies (hazing, risk management, meeting attendance at national conventions and leadership schools, new member education, etc.)
- Attend all training sessions, retreats, meetings and workshops hosted by the Office of Greek Life such as the Greek Education & Leadership Series programs, Tri-Council, IFC, Panhellenic & NPHC meetings, etc.
- Achieve a chapter GPA, that is equal to or exceeds the College of Charleston’s all women's or all men's average. Any chapter GPA that is less than a semester average of 2.2 GPA will have a limited social calendar for the upcoming semester and be required to work with the Office of Greek Life on an academic plan for the chapter.
- Update your chapter roster by the required deadline each semester. This will ensure that you have an accurate roster for scholarship compliance, payment of dues to your respective councils, and verification of membership figures with the national headquarters.
- Comply with the Greek Life Risk Management Policy, the New Member Education Guidelines, the NPHC Intake Guidelines, The College of Charleston Student Handbook, & The Compass: A Guide for Student Organizations.
- Submit a signed grade-release form with new members to the Office of Greek Life within a week of recruitment/intake to have the most accurate roster for posting of recruitment results and for new member seminar attendance figures.
- NPHC groups must inform the Office of Greek Life via the Membership Intake Guidelines and Registration Form prior to intake the dates for intake activities. IFC groups and NPC groups hosting recruitment events must submit their chapter’s recruitment event calendar two weeks prior to any type of recruitment program or event.

- In order to be a registered student group at the College of Charleston, groups must have an active chapter advisor as well as an active on-campus advisor.

## **Expectations for the Office of Greek Life**

- Maintain the highest standard of personal conduct.
- Actively promote and encourage the highest level of education within the profession and institution.
- Maintain loyalty to the College of Charleston and pursue its objectives in ways that are consistent with public interest.
- Be an advocate for the Greek community to move towards positive change to benefit the goals and aspirations of the students.
- Strive for excellence in all aspects of management and leadership of the institution/organization.
- Serve all students impartially.
- Be a liaison between the students and institution's administration.
- Show continuous support for the Greek community and policies of the College.
- Cooperate with both the national headquarters of the Greek organizations, as well as the local chapter advisors.
- Use every opportunity to improve public understanding of the role of fraternity and sorority life.

## **SECTION 2: ALCOHOL AND DRUGS**

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1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. 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.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are prohibited.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which 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 as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed

event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.

7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment or rush 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 as defined in this policy.
9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
10. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother - little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.

All organizations, members, and guests are also responsible for following all Alcohol and Drug Policies as well as the Procedures for Events with Alcohol On and Off Campus Hosted by Student Organizations as outlined in the College of Charleston Student Handbook.

## **SECTION 2: HAZING**

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No chapter, colony, student or alumnus 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 law."

### **South Carolina State Law on Hazing**

**SECTION 16-3-510. Hazing** unlawful; definitions. [SC ST SEC 16-3-510]

It is unlawful for a person to intentionally or recklessly engage in acts which have a foreseeable potential for causing physical harm to a person for the purpose of initiation or admission into or affiliation with a chartered or nonchartered student, fraternal, or sororal organization. Fraternity,

sorority, or other organization for purposes of this section means those chartered and nonchartered fraternities, sororities, or other organizations operating in connection with a school, college, or university. This section does not include customary athletic events or similar contests or competitions, or military training whether state, federal, or educational.

**SECTION 16-3-520.** Unlawful to assist in or fail to report **hazing**. [SC ST SEC 16-3-520]

It is unlawful for any person to knowingly permit or assist any person in committing acts made unlawful by § 16-3-510 or to fail to report promptly any information within his knowledge of acts made unlawful by § 16-3-510 to the chief executive officer of the appropriate school, college, or university.

**SECTION 16-3-530.** Penalties. [SC ST SEC 16-3-530]

Any person who violates the provisions of §§ 16-3-510 or 16-3-520 is guilty of a misdemeanor and, upon conviction, must be punished by a fine not to exceed five hundred dollars or by imprisonment for a term not to exceed twelve months, or both.

**SECTION 16-3-540.** Consent not a defense. [SC ST SEC 16-3-540]

The implied or express consent of a person to acts which violate § 16-3-510 does not constitute a defense to violations of §§ 16-3-510 or 16-3-520

**SECTION 59-101-200.** Hazing prohibited; penalties. [SC ST SEC 59-101-200]

(A) For purposes of this section:

(1) "Student" means a person enrolled in a state university, college, or other public institution of higher learning.

(2) "Superior student" means a student who has attended a state university, college, or other public institution of higher learning longer than another student or who has an official position giving authority over another student.

(3) "Subordinate student" means a person who attends a state university, college, or other public institution of higher learning who is not defined as a "superior student" in sub item (2).

(4) "Hazing" means the wrongful striking, laying open hand upon, threatening with violence, or offering to do bodily harm by a superior student to a subordinate student with intent to punish or injure the subordinate student, or other unauthorized treatment by the superior student of a subordinate student of a tyrannical, abusive, shameful, insulting, or humiliating nature.

(B) Hazing at all state supported universities, colleges, and public institutions of higher learning is prohibited. When an investigation has disclosed substantial evidence that a student has committed an act or acts of hazing, the student may be dismissed, expelled, suspended, or punished as the president considers appropriate.

(C) The provisions of this section are in addition to the provisions of Article 6, Chapter 3 of Title 16.

(D) The provisions of Section 30-4-40(a) (2) and 30-4-70(a)(1) continue to apply to hazing incidents.

The following is a **NON- INCLUSIVE** list of fraternity activities considered to be hazing.

1. Physical Abuse, such as extensive calisthenics, paddle swats, and pushing and tackling associate members.
2. Verbal Abuse
3. Total or partial nudity at any time in which the new member is told, encouraged, or some form of the above to expose parts of themselves in public.
4. Extremely loud music or many repetitions of the same music played during pre-initiation week and/or between portions of the ritual.
5. Forcing alcoholic beverages on a member who does not wish to drink.
6. Required eating of raw onion, spoiled food, etc.
7. Associate members/pledges are not permitted adequate time for studies during pre-initiation or initiation periods.
8. Associate members/pledges expected to do anything of an unreasonable nature that the active members say.
9. Exposure to extreme climate changes.
10. Any activity not consistent with the policies of your (Inter) National organization, the school and/or the Law.

**Hazing activities are defined by the College of Charleston Student Handbook as:**

“Hazing, defined as an act which endangers the mental or physical health or safety of a student, which subjects a student to harassment, ridicule, intimidation, physical exhaustion, abuse, or mental distress, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.”

### **SECTION 3: NON-DISCRIMINATION, SEXUAL ABUSE AND HARASSMENT**

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 prohibited.

All organizations, members, and guests are also responsible for following all policies regarding the Sexual Misconduct Policy as outlined in the College of Charleston Student Handbook and the College of Charleston's Prohibition of Discrimination and Harassment, Including Sexual Harassment and Abuse Policy.

## **SECTION 4: FIRE, HEALTH AND SAFETY**

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1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post 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 firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.

### **Use of Open Flame Devices**

1. All devices requiring an open flame and/or flame ignition (i.e.: candles, outdoor grill – propane/charcoal) shall require a Hot Work Permit issued from Fire & EMS.
2. Permit requests need to be submitted (5) days prior to the date of event.
3. Person(s) signing for permit shall understand all required safety precautions associated with device(s).
4. All personnel associated with the organization to whom the permit is issued, assume responsibility for all damages / injuries caused by disregard of any safety precautions.
5. Failure to adhere to any requirement or precaution will result in the immediate revocation of said permit and future requests.

## **SECTION 5: EDUCATION & ACCOUNTABILITY**

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Each fraternity shall annually instruct its students and alumni/alumnae in the Greek Life Risk Management Policy with includes the FIPG, Inc. Risk Management Policy. Additionally, all students and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the fraternity website.

**CHAPTER OFFICERS ARE RESPONSIBLE FOR THE EDUCATION OF INDIVIDUAL MEMBERS, INCLUDING NEW MEMBERS AND ALUMNI/AE ABOUT THESE POLICIES.** The Chapter President and Risk Management/Social Chair are responsible for educating all Active, New/Associate, and Alumni/ae members about responsible event management and these policies. Ignorance is not tolerated, and chapters may be held responsible for the actions of members and guests. It is

recommended that these policies be reviewed regularly at chapter and new member meetings, and prior to coordinating any event.

**Shared Responsibility:** Any student, who knowingly acts in concert to violate college regulations, may be held jointly responsible for such violations. Students are responsible for the conduct of their guests on or in College of Charleston property and at functions sponsored by the College or any student organization.

**Organization's Shared Responsibility:** Any student organization will be held responsible for the behavior of their members, whether they are current students, alumni or guests, when their actions evolve from or are in any way related to their association with or activities of the organization. Student organizations which condone or encourage behavior which violates school or state regulations may be given joint responsibility for such violations.

## **SECTION 6: VIOLATIONS OF POLICY**

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Any member of the College community may notify the Office of Greek Life of a violation of the Policy. Disciplinary charges may be filed against the individual, officers, and/or the chapter as a whole. Violations will be handled administratively through the Office of Greek Life or by the Dean of Students Office or may be passed on to an appointed College of Charleston Honor Board. Organizational National Headquarters, as well as local chapter advisors may be contacted of any violation of the Policy.

In any given situation, the following will be considered when determining the criteria for enforcement of the violation:

- The details and specifics of the event (Who, What, Where, When, How and Why questions will be determined).
- Richter Scale test: Status and severity of situation (damages, injuries, etc.)
- Level of response (who needs to be contacted?)
- Next Action (where to go from here)

**College of Charleston  
Office of Greek Life  
Greek Risk Management Statement of Understanding**

### **Overview**

The aforementioned policy has been created to assist chapters in the areas of Greek policy awareness, event management, responsible member behavior and decision-making, reducing legal liability, and providing a healthy and safe environment for members and guests.

Any student, who knowingly violates College regulations, will be held responsible for such violations. Students are responsible for the conduct of their guests on or in College of Charleston property and at functions sponsored by the College or any student organization.

Furthermore, any Greek organization will be held responsible for the behavior of their members, whether they are current students, alumni or guests, when their actions evolve from or are in any way related to their association with or activities of the organization. Greek organizations which condone or encourage behavior which violates school or state regulations may be given joint responsibility for such violations.

**Statement of Understanding**

By signing below, I have the full understanding that I am responsible for educating all Active, New/Associate, and Alumni/ae members about responsible event management and these policies. Ignorance is not tolerated, and chapters may be held responsible for the actions of members and guests. It is recommended that these policies be reviewed regularly at chapter and new member meetings, and prior to coordinating any event.

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**Signatures**

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Fraternity/Sorority Name

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President Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Risk Management/Judicial Chair Signature

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Printed Name

\_\_\_\_\_  
Date

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Advisor Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date