

# **THE KAPPA ALPHA SOCIETY RISK MANAGEMENT POLICY**

**(Revised December 27, 2007)**

The Risk Management Policy of The Kappa Alpha Society includes the provisions which follow and shall apply to all Society events and activities sponsored by The Executive Council, The John Hart Hunter Educational Foundation, the local undergraduate chapters and the local alumni organizations involving members and invited guests.

## **ALCOHOL AND DRUGS**

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises, or during local or national Society events, in any situation sponsored or endorsed by the Society, any of its chapters or associated alumni organizations, or at any event an observer would associate with the Society, shall be in compliance with any and all applicable laws of the relevant state, province, county, city and institution of higher education, and shall comply with any relevant BYOB or third party vendor guidelines required by any of the foregoing.

2. Alcoholic beverages shall not be purchased through or with chapter funds nor shall the purchase of the same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, any chapter.

3. OPEN PARTIES, meaning those with unrestricted access by non-members of the Society, 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 the relevant legal "drinking age").

5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a Society event or at any event that an observer would associate with the Society is strictly prohibited.

6. No chapter shall co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of its annual gross sales from alcohol) where alcohol is given away to those present. This includes any event held in, at or on the property of a tavern as defined above for the purposes of fundraising. 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 third party vendor and guest list.

7. No chapter shall co-sponsor or co-finance or attend or participate in a function where alcohol is purchased by any of the host chapters.

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8. All recruitment or rush activities associated with any chapter and involving any minor (i.e., those under the relevant legal “drinking age”) shall be nonalcoholic. No such recruitment or rush activities associated with any chapter shall be held at or in conjunction with an alcohol distributor or tavern as defined in this policy.

9. No member or pledge/associate/new member/alumnus shall permit, tolerate, encourage, or participate in “drinking games.”

10. No alcohol shall be present at any pledge program or initiation activity of the chapter. This includes, but is not limited to, activities associated with “bid night,” pledge dinners, alumni interviews, or pledging and initiation ceremonies.

## **HAZING**

No chapter, colony, pledge, student or alumnus shall conduct or condone hazing activities.

Hazing activities are defined as:

Any action taken or situation created, intentionally, whether on or off Society premises, to produce public mental or physical discomfort, embarrassment, harassment, or ridicule.

Such activities shall include but are not limited to the following:

Use of alcohol; paddling, or any forceful physical contact in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities; wearing apparel which is conspicuous and not normally in good taste; engaging in 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 applicable educational institution, or applicable state or provincial law.

## **SEXUAL ABUSE AND HARASSMENT**

The Society does not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This shall include any actions which are demeaning to women or men, such as verbal

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harassment on such grounds. The Society does not tolerate sexual assault in any form.

## **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 companies or municipal authorities.
4. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of chapter houses are expressly forbidden.

## **EDUCATION**

The Society's Executive Council shall annually instruct its student members and alumni/alumnae in the Risk Management Policy of The Kappa Alpha Society. Updates of said Policy shall be made as required by law, insurance carriers and the institutions where the Society operates chapters. Additionally, all student and alumni members shall annually be sent or have made available a copy of said Risk Management Policy electronically and/or by US or Canadian Mail. A copy of said Risk Management Policy shall be posted on the Society's website at [www.KA.org](http://www.KA.org).

## **ENFORCEMENT**

Members who violate the provisions of said Risk Management Policy shall be subject to the punishments of the Society including expulsions, suspensions, and admonitions.