

**ΔΣΦ** | **DELTA SIGMA PHI**  
*BETTER MEN. BETTER LIVES.*



# Responsibility & Accountability Policy & Position Statements

Approved & Adopted July 1, 2019

The Risk Management Policy of Delta Sigma Phi reflects the North American Interfraternity Conference (NIC) policies and includes the following provisions, and applies to all fraternity entities and all levels of fraternity membership.

#### ALCOHOL AND OTHER 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.

### 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.

### HAZING

No chapter, new chapter, student or alumnus shall conduct nor condone, encourage, or promote 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."

## ABUSE AND HARASSMENT

The fraternity will not tolerate or condone any form of discriminating, harassing or 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, that are demeaning or offensive, including but not limited to verbal harassment, psychological or physical abuse, unwanted sexual advances, and any form of sexual assault and/or violence.

No strippers or exotic entertainers of any nature shall appear in any chapter house or any Fraternity function. Further, no chapter or alumni funds shall be used to pay for such entertainment under any circumstances.

## SPECIAL EVENTS

Special events for charities or just for fun may require extraordinary planning and preparation. Special events are classified as activities that are not normally conducted in the regular course of operating a fraternity chapter. They can include, but are not limited to, go-cart races, hayrides, dance contests, athletic competitions, road races, and beach weekends. When planning a special event chapters are strongly encouraged to submit a **Event Notification Form** which allows for the national Headquarters to provide coaching on the implementation of harm reduction strategies and social event policies. Additionally, the national Headquarters can have the Fraternity's insurance carrier review contracts in an effort to reduce liability to the chapter.

## TRANSPORTATION POLICY

The safest way to transport members and guests to and from chapter sponsored events is by using professional transportation services. Under no circumstance should chapters utilize or promote use of,

- Members' vehicles for transportation of members and guests to or from fraternity functions.
- Programs such as volunteer or assigned designated driver programs
- Leased or rented vehicles operated by members to transport members and guest to or from fraternity functions.

We recommend, at minimum, the following requirements for any selected vendor employed to provide transportation to members and guests:

- Commercial Auto Insurance that provides coverage for transporting people and property for a fee, and provides, at a minimum, primary coverage of \$1,000,000.00 combined single limit for bodily injury and property damage.
- A professional driver who has a valid commercial vehicle operator's license in the state in which the driver is located.
- A vendor who will agree to add the chapter and national organization as an additional insured.

## FIRE, HEALTH AND SAFETY

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.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

#### WATER FEATURES

The use of self-constructed pools, bodies of water, slip-and-slides, or similar – whether temporary or permanent – on chapter premises or at any event a reasonable observer would associate with the fraternity is prohibited.

#### EDUCATION

All undergraduate and new members shall be instructed on the Delta Sigma Phi Risk Management Policy twice each academic year. A copy of the Risk Management Policy is also available on the Fraternity's website.

#### *Delta Sigma Phi Housing Policies*

#### CHAPTER PETS

No chapter or new chapter of Delta Sigma Phi shall own a pet of any kind at any time. Furthermore, Alumni Corporation Boards are strongly encouraged to prohibit any and all pets at any time at Fraternity facilities.

#### PROHIBITION OF SWIMMING POOLS ON CHAPTER PROPERTY

No chapter or new chapter of Delta Sigma Phi shall build, rent or otherwise have a swimming pool of any type at any time on chapter owned or rented property.

#### ALCOHOL-FREE HOUSING

Alcohol may not be present at any time on any property owned, rented, or otherwise used as chapter or new chapter facilities. A chapter may apply for a waiver from this requirement. Applications are due on or before April 1st and will use academic information from the previous major academic term(s). Waivers are valid July 1st through June 30th but may be revoked if a chapter fails to meet any of the criteria during the period of validity. A chapter must meet the following eligibility requirements and submit the following documentation via the [Alcohol-Free Housing Waiver Application](#):

1. The chapter participates in an educational program that reviews
  - a. The Delta Sigma Phi Risk Management Policy,
  - b. The physiological effects of alcohol use,
  - c. The legal and liability issues surrounding alcohol use.

**Documentation – Program reporting form & attendance documentation (including chapter member signatures).**

2. The chapter has exceeded the All - Campus grade point average from the previous academic term.

**Documentation – University grade report including the All – Campus Average from the previous academic term.**

3. The chapter has no IFC (or equivalent), university, or Fraternity risk management violations for the previous 12 months.

**Documentation – A letter on university letterhead from the Greek Advisor or Dean of Students verifying no risk management violations have occurred in the past 12 months.**

4. The chapter has a zero balance due to the Headquarters at the time of application.

**Documentation – None needed**

#### HOUSING OF NEW CHAPTERS

A new chapter may not move into a facility until they have received an affirmative vote of the Grand Council approving their charter, are in good standing, have met all financial obligations, and have a functioning CCAB and ACB.

## GENERAL MEMBERSHIP & CHAPTER POLICIES

### POLICY ON MEMBERSHIP

- Every member enrolled as a student in the host institution of a chapter of Delta Sigma Phi, whether part time or full time, is an undergraduate member and must pay dues to Headquarters.
- If a member is on internship, co-op, or study abroad and receiving academic credit for the experience, but is living more than 100 miles from the city in which his chapter is located, then he will not be responsible for dues to the Headquarters. Those living within 100 miles will be responsible for dues.
- No student taking courses at another institution of higher education, including community colleges, can be considered an undergraduate member of a Delta Sigma Phi chapter. If he returns as an enrolled student at the chapter's host institution, he returns automatically to undergraduate status.
- Men who have been initiated into another national men's social Fraternity are not eligible for membership within Delta Sigma Phi.

### NEW MEMBER EDUCATION

New Member Education Programs must not exceed eight weeks in length, must adhere to all Fraternity policies and support the personal development of New Members. New Member Education Program curricula and facilitator guides for four-, six-, and eight-week programs can be found in The LAMP, and chapters are strongly encouraged to use these resources. Additionally, The LAMP hosts interactive modules for New Members, which are meant to be a supplementary component of the in-person New Member Education Program. Membership education should continue beyond the new member program. The national Headquarters encourages chapters to leverage resources on The LAMP to provide a chapter experience that continually helps members grow personally and professionally.

### ENGAGEMENT OF EDUCATIONAL & NATIONAL PROGRAMS

The national Fraternity expects chapters and members to lean into the Fraternity's programming so that members can enhance their personal and professional skills. Chapters who do not meet the minimum requirements will face disciplinary action which can range from social probation, monetary fines, suspension, and individual member discipline.

Members who do not uphold the Fraternity's Code of Conduct while attending Delta Sigma Phi programs or representing the Fraternity at other programs will be reviewed for expulsion, suspension, or other disciplinary measures.

- Chapters will annually meet the attendance expectations of the Better Man Academy as set forth by the chapter's membership.
- Chapters will send approved officers to Presidents Academy & The Bruce J. Loewenberg Membership Summit
- Chapters will host the national Fraternity's Social Strengths workshop or other workshops that address the topics of human dignity prevention of sexual assault/violence, prevention of hazing, and national fraternity policies.
- Chapters will adhere to the requirement of new members completing Phase 1 and Phase 2 of GreekLifeEdu
- Chapters will promote member use of The LAMP and Transition Experience
- Chapters will send a minimum of two undergraduate members to the bi-annual national Convention.

## CHAPTER FINANCE SAFEGUARDS & EXPECTATIONS

To help prevent financial embezzlement and mishandling of funds chapters are required to implement safeguards which include but are not limited to:

- Dual signature checks
- ACB officer listed on chapter accounts
- No chapter debit card
- Chapter membership annually approves the chapter budget
- Chapter Treasurer regularly reports to the membership cash flow, incoming and paid bills, and savings.
- Chapter Treasurer collaborates with the Sergeant-at-Arms and Standards Board to address financial delinquent members.

### Financial Management Platform

Chapters are required to use an approved third-party vendor – LegFi or OmegaFi - to serve as the chapter’s financial platform for dues invoicing, dues collection, tracking of expenses and cash, and oversight of fiscal management. The platform provides transparency and reduces the likelihood of embezzlement, thus protecting the chapter and member dues.

Undergraduate officers and volunteers should work collaboratively to ensure bills are paid on time and all debts are collected in an effective manner. To improve this process, the chapter should incorporate a 5-15-25 past due policy. This policy allows the Treasurer, Sergeant at Arms, and/or Standards Board to address a brother’s failure to pay dues on time. When a member is five days past due the Treasurer should send a reminder. Once a member is 15 days past due that member should meet with the Treasurer, Standards Board and advisor to discuss the debt, payment dates, and disciplinary measures. If a member reaches 25 past due the Standards Board will review the member’s intentions and proceed with a payment plan and disciplinary measures or if said member has no intention to uphold his financial obligations the chapter may proceed with an expedited financial expulsion.

Chapters are expected to uphold their financial obligations to the national fraternity so that the organization can operate in a financially sound manner and provide services to all chapters and members. When one chapter does not pay their dues, another chapter is essentially paying for the member experience of others. Chapters who do not meet the financial obligations will incur late fees and disciplinary consequences. A chapter will receive a financial warning no later than 30 past due, and be placed on financial suspension when 60 days past due.

## CHAPTER BYLAWS

### *Purpose*

Governing document, which defines the chapter/new chapter structure, procedures, and distribution of power and organization of the decision-making process.

### *Adoption/Revisions*

It is recommended that a vote of two-thirds of the undergraduate chapter membership be required to adopt chapter bylaws. No amendment may be approved that is in conflict with the Constitution, Bylaws, *Fraternity Manual*, Convention resolutions, policies, rules or regulations of the Fraternity

*Approval*

Once the chapter has adopted or amended bylaws, they must be sent to Headquarters staff for final approval.

For sample chapter bylaws, please visit The LAMP and click Fraternity Resources.

POLICY ON "LITTLE SISTERS"

Delta Sigma Phi recognizes that there is need for a method by which we can recognize women for their past dedication and devotion to our Fraternity. Several recent court decisions have ordered several previous all-male organizations to involuntarily accept females as full-fledged members with all rights and privileges.

Delta Sigma Phi Fraternity recognizes that a symmetrical culture, a fraternal communion among the colleges of this country, and a Brotherhood of Men, whose ideals and beliefs are those of modern civilization, are essential to the welfare of our college men. It is a cardinal virtue of our Brotherhood that Delta Sigma Phi is and shall remain a Brotherhood of Men. In furtherance of this commitment, the following policies are hereby established and ordained with regard to recognition of certain women for their past and continued devotion to our beloved Fraternity:

1. A chapter may choose to recognize any certain women for their past deeds-in-service to the Fraternity. Women recognized in this manner may not be referred to with any family title or with any words symbolizing or representing Delta Sigma Phi such as "Little Sisters" or "Daughters of the Nile."
2. Under no circumstances will a recruitment event be held to recruit new individuals to be honored this way. Likewise, because these individuals are not members of an organization, there is no "trial" or "pledge" period. These individuals are recognized for past devotion and involvement.
3. Women honored in this way shall not be considered as an auxiliary group and must never be recognized as an official campus organization. They will not be permitted to hold regularly scheduled obligatory meetings, to establish or maintain separate account for the administration of funds, and will have neither elected nor appointed officers. The (Delta Sigma Phi chapter) President may appoint a brother to oversee any activities involving these women.
4. There is no initiation ceremony, however, these women should be publicly honored for what they have accomplished. Any social function may suffice, and some chapters have found that it works well to provide this recognition at the annual spring formal.
5. In order to assure the honorary nature of this recognition, it is suggested that this honor be bestowed with discretion. The total number of women recognized by a chapter shall be determined by individual chapters.
6. As these women are in no way considered members of our Fraternity, they will not be permitted to display or make any other use of our copyrighted crest or be photographically present on the chapter composite.

## POLICY ON DIVERSITY AND HUMAN DIGNITY

### *Introduction*

The college and Delta Sigma Phi experience gives our members the opportunity of broadening their horizons by affirming each person's dignity. Higher education is incomplete if there is no real achievement in understanding and appreciating the differences in people. Differences do not threaten common bonds; they can be a means of strengthening and enriching them.

### *Human Decency & Dignity*

Delta Sigma Phi teaches and is committed to the principle that dignity, self-esteem and respect are inalienable rights of each individual. Every brother shares the responsibility of preserving the rights of all brothers, new members and guests on all occasions. The Fraternity will not tolerate any activity that is destructive, demeaning or abusive to anyone or any groups nor tolerate any form of personal degradation.

Delta Sigma Phi recognizes that self-respect, esteem and respect for others are essential elements of interpersonal relationships and supports the preservation of human dignity. The Fraternity charges its members to live up to the expectations of the Ritual and to exemplify the ideals of the Fraternity in their daily lives and to hold their brothers accountable to these same expectations.

When we link brotherhood and education, however, differences are understood and valued. When different ideas and viewpoints can emerge, we ensure a variety of the best ideas in the community of mankind.

### *Non-Discrimination*

In any campus or community involvement, conduct becoming a Delta Sigma Phi Brother dictates courtesy regardless of another's difference/diversity. A Delta Sigma Phi Brother will respect another's individual rights as he wishes his own to be respected. A Delta Sigma Phi Brother should be open to an exchange of valuable knowledge and positive experience. A Delta Sigma Phi Brother is willing to acknowledge another's contribution to the common welfare. Delta Sigma Phi chapters are about students, and Delta Sigma Phi has a prime role as an educator.

Membership in each chapter shall be determined by performance, educational achievement and criteria related to the goals and purposes of the Fraternity. Membership is open to all men without regard to race, color, national origin, religion, age, disability, ancestry, citizenship, marital status or any other classification protected by law or ordinance.

## POLICY ON AIDS AND HIV

### *Introduction*

AIDS is a community problem. It is a catastrophic illness that impacts the entire global community - fraternities and sororities as well. Responsible community members must respond to the AIDS crisis with compassion as well as by taking appropriate educational, preventive and medical measures.

### *Human Dignity*

People (including members of the Greek community) with AIDS or HIV infection are entitled to the same rights and opportunities as people with other serious life-threatening illnesses. The extraordinary level of support among the Delta Sigma Phi Brotherhood becomes doubly important to those individuals facing this life-threatening illness.

The same high standards for admission to Delta Sigma Phi and for participation in the Fraternity's activities should remain intact. No modifications or discriminatory policies should be adopted related to the HIV medical crisis. Neither HIV screening nor related questioning are part of rush programs or membership policies in general. Members with AIDS or any other life-threatening illness can continue to participate in the Fraternity as long as they are physically able.

Fraternity policies are based on the scientific and epidemiological evidence that people with HIV infection do not pose a risk of transmission of the virus to their Brothers or other individuals through ordinary contact in the Fraternity setting or campus environment.

*Policy Implementation:*

*Non-Discrimination*

The highest levels of Fraternity leadership unequivocally endorse nondiscriminatory policies and educational programs about AIDS. Brothers with AIDS or HIV infection will be accorded the same rights and opportunities as people with other life-threatening and/or catastrophic illnesses. In such situations, the principles of Delta Sigma Phi take on even greater meaning. Discrimination in any form does not belong in the Fraternity.

Support for these policies should be communicated to Brothers, including alumni, in simple, clear, unambiguous terms.

*Confidentiality/Support*

The confidentiality of all Brothers' medical information should be respected by other Brothers. At the same time, those HIV positive Brothers who choose to share this information should be able to do so without fear of recrimination or ostracism. The appropriate response to this tragic news is compassion, support and acceptance.

## COMMUNICATIONS, BRANDING, & INTELLECTUAL PROPERTY

### POLICIES CONCERNING OUR LOGO & IDENTITY

As we strive to preserve our history, while creating engaging experiences built on the values of leadership, diversity, and brotherhood, we must work to stay true to the Delta Sigma Phi brand. That's why it's important that everyone who (with permission) represents Delta Sig through all mediums, does so correctly and consistently. Our brand guidelines represent the visual and written identity of Delta Sigma Phi, and just as we adhere to our values, so should we adhere to our guidelines, available here: <https://www.deltasig.org/fraternity/branding/>

### MEDIA PROTOCOL

The Fraternity's Executive Director, is the only authorized spokesperson for Delta Sigma Phi and its chapters. In the event a member or chapter is contacted by media, all inquiries are to be sent to the national Headquarters for statement. The national Headquarters will collaborate with chapters on media statements.

### TRADEMARK POLICY

Members must respect all copyright and other intellectual property laws. For the Fraternity's protection as well as their own, it is critical that Members show proper respect for the laws governing copyright, fair use of copyrighted material owned by others, trademarks, and other intellectual property, including the Fraternity's own copyrights, trademarks and brands. Official versions of the Fraternity insignia shall be protected by trademark registration. The design or representation of the Badge, Coat of Arms, Seal, New Member Pin/Symbol Flag, Greek and/or Roman letters Delta Sigma Phi, and the words "Delta Sigma Phi" shall not be manufactured, created, used or offered by sale by any person, company or firm except as specifically authorized in writing by the Executive Director. Further, any logos displayed by members must not reflect any form of violent, discriminatory, abusive, offensive, demeaning, or otherwise message violating the Fraternity's rules and procedures.

Only the Executive Director (or at his direction, certain staff) may authorize commercial reproduction of the Fraternity's insignia, including the words "Delta Sigma Phi", any design or representation of the Badge, Coat of Arms, Seal, New Member Pin/Symbol, Flag, and the Greek and/or Roman letters of Delta Sigma Phi. Anyone wishing to acquire merchandise bearing any insignia of the Fraternity shall obtain those items only from vendors which are currently authorized to produce or market official Delta Sigma Phi merchandise. Chapters may utilize local commercial firms to produce material for their own chapter needs from time to time so long as such material is pre-approved. Prior to ordering such material, the chapter shall obtain approval from the Executive Director or designee. The Executive Director or designee shall not approve any text or design which casts the Fraternity in a negative light or is otherwise contrary to the ideals of the Fraternity, specifically including but not limited to any materials deemed to glorify alcohol or illegal substance use, or any materials considered to be sexist or demeaning to women, minorities or other person(s).

### SOCIAL MEDIA POLICY

Social media is broadly defined as any kind of online tool, website, or application that allows individuals to exchange information and interact. Social media platforms may take the form of networking sites, blogs, media-sharing sites, and other interactive websites and applications. This Social Media Policy

governs member content on all social media and messaging platforms, including, but not limited to the following sites: Facebook, Twitter, Instagram, YouTube, LinkedIn, Pinterest, Google +, Tumblr, GroupMe, WhatsApp, Snapchat, and any other emergent platforms. This policy provides general guidelines on acceptable use of social media.

Members are reminded that their conduct including conduct on any social media is subject to all other rules and policies of the Fraternity including those contained in the Constitution and Bylaws, Fraternity Manual, and Risk Management Policy, including the Code of Conduct.

## INTERFRATERNAL EXPECTATIONS

### NORTH-AMERICAN INTERFRATERNITY CONFERENCE (NIC) STANDARDS

Delta Sigma Phi Fraternity is a member of the North-American Interfraternity Conference (NIC), and all members and chapters are expected to uphold and enforce the standards of the NIC.

### STATEMENT ON OPEN EXPANSION & RECRUITMENT

The Policy of Delta Sigma Phi Fraternity is to support the right of freedom of association and the freedom of choice. As a member of the NIC we support the conference, its member fraternities and its policy to oppose restrictions or controls on expansion, recruitment, or joining any fraternity. As a member of the NIC and local Interfraternity or Greek Councils, Delta Sigma Phi chapters and individual members will support other fraternity chapters with their pursuit of recognition on their host campus.

Delta Sigma Phi supports the concept of open recruitment, and that all men, including freshmen, are eligible to participate if the individual is in good standing with the local Interfraternity Council and/or the university.

Chapters are expected to uphold the policies of Delta Sigma Phi and the NIC, failure to do so will result in disciplinary action including but not limited to a chapter suspension, removal of officers, and membership review.