

Delta Sigma Phi

Health and Safety (Risk Management) Policies



Published August 2023

Last prepared by headquarters staff and approved by Executive Director, Phil Rodriguez.
All past versions and previous copies of this document should be considered obsolete.

TABLE OF CONTENTS

Introduction	3
Policy Education and Acknowledgement	4
Code of Conduct	5
Hazing	6
Alcohol and Other Drugs	7
Alcohol-Free Housing	8
Housing	10
Abuse and Harassment	10
Human Dignity	11
Medical Good Samaritan	13
Special Events	13
Transportation	13
Fire and Water Safety	14
Chapter Pets	14
Swimming Pools	15
New Member Education	15
Ritual Ceremonies	15
Chapter Finances	15
Communications, Branding, and Intellectual Property	16
Interfraternal Expectations	18
Little Sisters	19

Introduction

The goal of this resource is to help you think critically about event planning. Prior to planning an event, we encourage you to review Delta Sigma Phi Fraternity and host institution policies so you have a full understanding of event planning expectations.

Following the guidelines outlined in this guide will help make any event safer, whether that event is hosted on chapter property or at a third-party location, and whether or not that event involves alcohol. Please always consider the actions your chapter can take to make your events both successful and safe.

For any questions about event planning, policy clarification, contract review, etc., you can always reach out to the national fraternity headquarters.

Delta Sigma Phi Headquarters Phone Number: 317-634-1899

[Headquarters Staff Page](#)

Policy Education and Acknowledgement

It is the responsibility of chapter and association officers to review Fraternity policies with their members on a regular basis. Undergraduate chapter officers are asked to review Fraternity policies with their members at the start of each academic term and with all new members prior to their initiation. Chapter officers are also asked to submit a confirmation of that review to the Fraternity Headquarters as outlined in the Chapter Operations Checklist.

The intended outcome of reviewing Fraternity policies is to allow chapter members to gain a shared understanding of membership expectations so they can provide a healthier and safer fraternity experience. As with the Fraternity Manual, and other resources, you are encouraged to ask questions and share feedback to ensure this living document provides the best value possible.

Individual members should also create and regularly update their MyDeltaSig account so the Fraternity can distribute policy updates as needed.

Code of Conduct

In order to fulfill its solemn obligation to help its members reach the highest standards of educational attainment, personal values, and social responsibility, Delta Sigma Phi Fraternity has adopted the following Code of Conduct for the daily lives of each of our members.

1. I will strive for academic excellence and encourage it in other members.
2. I will support Delta Sigma Phi's policies against the illegal use and abuse of alcohol and drugs.
3. I will respect the dignity of all persons and therefore I will not physically, psychologically, or sexually haze or abuse any person, or otherwise engage in hateful behavior based on a person's characteristics such as race, color, national origin, gender, religion, age, disability, or sexual orientation.
4. I will respect the property rights of others. Therefore I will neither abuse nor tolerate the abuse of private, chapter, or public property.
5. I acknowledge that a safe, clean, and attractive environment is essential to both physical and mental health. Therefore I will work with other members to properly maintain the chapter property.
6. I will pay my Fraternity bills and other financial obligations when due and recognize the need for all other members to do the same.
7. I will recommend for membership only those men of outstanding personal character, who join me in seeking to achieve excellence in all we do.
8. I will exemplify and encourage self-discipline, responsibility, and leadership within my chapter.
9. I will work to make my chapter the most respected on campus and within the community. Therefore, I will treat the Fraternity name with the utmost respect and I will not place the Fraternity in a negative light.
10. I will encourage and support other members in pursuit of the ideals of this code of conduct.

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.

It is important to recognize that each state and university where a chapter may be operating likely has additional laws and policies that define hazing.

Hazing activities have traditionally been 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.

Delta Sigma Phi has expanded this definition to include the following:

The term "hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on chapter/organizational property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:

- a. Be coerced to violate federal, state, provincial or local law, or Fraternity policy.
- b. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm.
- c. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that could result in mental or physical harm.

- d. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that could result in mental or physical harm.
- e. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude regardless of any compensation.

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.

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 September 15 (although this date is reviewed annually) and will use academic information from the previous major academic term(s). Waivers are valid July 1 through June 30 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:

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, and (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 undergraduate all-men’s grade point average from the previous academic term. Documentation – University grade report including the all-men’s 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
5. *If in a property not owned by the chapter or ACB, a copy of the lease/rental agreement.*

* All documentation must be attached for the application to be considered complete.

Housing

Delta Sigma Phi recognizes that chapters may choose to use various kinds of facilities for chapter business, including, but not limited to; privately owned residential properties, leased properties, university-owned properties, residence halls, and lodges or event spaces.

Regardless of the type of facility, chapters are expected to adhere to Fraternity policies when using the facility. This expectation includes the use of “satellite houses”; meaning, if the chapter decides to use a “satellite house”, or property owned or rented by individual member(s), the chapter is expected to follow Fraternity policies when using that facility for any chapter activities.

Generally, chapters should always strive to provide a safe atmosphere for members and guests. Members should also obtain their own renter’s insurance coverage for their personal property and general liability coverage needs.

Abuse and Harassment

Behavior

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.

Retaliation

Delta Sigma Phi prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of the Risk Management Policy. Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation or seeking guidance regarding a compliance concern, or to deter one from taking such action.

Sexual Misconduct

Members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation.

Additionally, 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.

Organized Combat Sports

The Fraternity and its chapters shall not host, participate, sponsor, or become involved in any capacity with organized combat sports such as boxing, wrestling, martial arts, mixed martial arts, kickboxing, or any other such events. This policy also prohibits the Fraternity and its chapters from participating in "Fight Nights", and other similar events, regardless if such events are being held for charitable or any other purpose.

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 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.

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.

AIDS/HIV

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.

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.

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 an 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

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,

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

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

1. 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.
2. A professional driver who has a valid commercial vehicle operator's license in the state in which the driver is located.
3. A vendor who will agree to add the chapter and national organization as an additional insured.

Fire and Water 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.
6. 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.

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.

Swimming Pools

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.

New Member Education

New Member Education programs must adhere to all Fraternity policies, and support the personal development of new members. Chapters are encouraged to utilize the new member education facilitator guide provided by the Fraternity. Additional health and safety expectations include:

- New member programs cannot exceed eight (8) weeks in length. This is defined as the length of time between accepting an invitation to join and initiation.
- New members should be given advance notice for any required dates, times, and locations for chapter activities.
- New member activities are not secret. There is no reason for new member activities to be held in unnecessarily private areas or during hours un conducive to a new member's wellbeing.
- "Hell Week" is not allowed in Delta Sigma Phi; this is defined as any period of time where new members and members are subjected to participating in activities that may violate Fraternity policies or federal, state, and local laws.
- Nicknames, if given, should not be indecent or grossly offensive to the new member or any other person or identities.
- "Interview books" are discouraged, however, if new members are asked to meet with each other or other members to learn more about each other, keep in mind that anything asked and written should comply with Fraternity policy. Chapters and members can be held responsible for any information written in an interview book.
- Big brother programs are permitted, but cannot include alcohol or other drugs for any reason. Big brothers are encouraged to complete training provided by Delta Sigma Phi before participating in a big brother program.

Ritual Ceremonies

Chapters should not deviate from instructions in the Delta Sigma Phi Ritual Book when conducting ritual ceremonies. Specifically, the following activities are prohibited:

- Blindfolds should not be present during any Ritual ceremonies.
- No member or new member should be allowed to participate in Ritual ceremonies if they are under the influence of alcohol or other drugs.

Chapter Finances

Overview

The general membership elects the Grand Council and has given the Grand Council authority, via the Constitution, to establish a budget and hire an Executive Director to manage Delta Sigma Phi's operations. This delegated responsibility includes the administration of fraternity finances. Chapters are responsible for meeting financial obligations set by the Fraternity and will receive rights for meeting those obligations while adhering to Fraternity policies.

Financial Probation and Loss of Recognition

Chapters that are more than 30 days past due are subject to chapter probation or loss of recognition (i.e. closure). These changes to a chapter's status are not desired and are only pursued when other alternatives are available or effective. These measures are used to create a fair environment for all chapters. Essentially, when one chapter does not meet its financial obligations, every other chapter is funding some part of that chapter's experience.

Safety precautions

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

1. Only allow current officers on the chapter account
2. Establish automatic notifications for purchases using the chapter account
3. Do not allow a chapter debit card to be issued
4. Require the chapter to approve a six-month or 12-month budget
5. Require the chapter treasurer regularly reports to the membership cash flow, incoming and paid bills, and savings.
6. Encourage the chapter treasurer to collaborate with the sergeant-at-arms and standards board to address financial delinquent members.

Financial Management Platform

Chapters are expected to use an approved third-party vendor - GreekBill - 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.

Registering with state entities and filing taxes

Chapters are expected to file tax forms with the IRS every year and ensure all federal, state and local taxes are paid. Additionally, the chapter should ensure it completes any additional tasks that may be required by government agencies to maintain its nonprofit business status.

Communications, Branding, and Intellectual Property

Logo and 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 the media, all inquiries are to be sent to the national Headquarters for a statement. The national Headquarters will collaborate with chapters on media statements.

Trademarks

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, TikTok, Threads, 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.

Intellectual Property

No chapter or member may use or sell materials or information related to the Fraternity's programs and services, including curriculum or other design elements, without permission from the national headquarters.

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 and 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.

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.