

## ALPHA PHI OMEGA MEMBERSHIP POLICIES

### **Statement of Purpose for the Policy of Risk Management Alpha Phi Omega National Service Fraternity**

Alpha Phi Omega, National Service Fraternity is dedicated to a quality fraternity experience and therefore urges brothers and chapters to adopt and implement a comprehensive risk management policy.

Risk Management, a phrase that has never been heard by most of the older generation, is rapidly becoming the common term in campus and chapter conversations. Risk Management is just plain responsible behavior. It is the willingness of Alpha Phi Omega members to provide a safe fraternal environment, taking care of one another, taking care of our guests, planning carefully all aspects of our programs, abiding by the laws of our fraternity, our campus, our community and our nation. Simply put, it is the basic respect for our fraternity, people, property, and laws.

Brotherhood, human dignity and respect serve as the foundation of Risk Management. As we plan our activities we should be aware of this at all times. Risk Management means taking a few extra precautions, being more imaginative when planning events, and preparing for the well being of everyone.

In matters of this fraternity, all actions taken by our members must adhere to the standards of conduct, which our community demands. Individuals are required to act in a manner as a reasonable person of ordinary prudence would act under similar circumstance. As a general rule, it is useful to ask yourself two questions when concerned about liability and safety. **One** - Is it possible that, given the arrangements we have for this event, some injury may result? **Two** - Did we do all that a reasonable person would deem appropriate to avoid accidents? More often than not, when organizations sponsor events, the answers to these two questions are incriminating.

Alpha Phi Omega members must abide by the:

1. The laws of our nation;
2. The laws of the state in which they reside;
3. The local laws of the municipalities they operate within;
4. The rules and regulations of the sanctioning educational institute they operate in; and
5. The rules and regulations of this fraternity.

Alpha Phi Omega has established guidelines previously that serve as a starting point for Risk Management Policies

- Membership Policies Statement;
- National / Convention Alcohol Policy; and
- Bylaws pertaining to Hazing and Housing

A comprehensive Risk Management Policy shall also include, but not be limited to, standards addressing:

- Drugs / Substance Abuse
- Sexual Abuse / Harassment / Discrimination

- Individuals with Disabilities
  - Contractual / Financial Issues
  - Transportation Issues
  - Advisors
- General Health and Safety
- Personal Property
- Risk Management Education

As of this writing, over 60 National fraternities and sororities have adopted risk management policies. Adoption and implementation of these risk management policies affirm that the organizations are living up to their responsibility to protect their members from harm and ensure the good reputation of the fraternal world.

The Alpha Phi Omega National Office stands ready to assist in the development of your individual risk management policy. We recommend a proactive approach with your campus, your volunteer advisors, your Sectional Chair and your Regional Director to aid in your development process.

**The Standard Policy  
of  
Risk Management  
Alpha Phi Omega  
National Service Fraternity**

**HAZING**

No fraternity member shall take part in hazing activities. Hazing activities are defined as (but not limited to):

Any action taken or situation created, intentionally, whether on or off fraternity premises or during fraternity functions, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcoholic beverages; paddling in any form; branding; creation of excessive fatigue, physical or psychological shocks; quests; treasure hunts; scavenger hunts, road trips; or any other such activities carried on in the name of the fraternity; 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 fraternal law, ritual or policy or the regulations and policies of the educational institution and local, state and federal laws.

**SEXUAL HARASSMENT / ABUSE / DISCRIMINATION**

The fraternity will not tolerate or condone any form of abusive or discriminatory behavior on the part of its members, whether physical, mental or emotional in respect to sex, race, ethnicity, physical or emotional handicap, age, marital status or sexual orientation. This is to include any actions, which are deemed to be demeaning to all but not limited to date/gang rape or verbal harassment.

**CONTRACTUAL and FINANCIAL ISSUES**

No chapter, alumni association, section, or region shall enter into a contract or financial agreements using the specific name of Alpha Phi Omega. Qualifying statements as to which chapter, alumni association, section, or region must accompany all agreements entered into for the purposes of supporting fraternity functions. This includes, but is not limited to, such agreements as leases, contracts, hold harmless agreements, liability releases, account agreements, purchase orders, and hotel or banquet contracts.

**ALCOHOL and DRUGS (SUBSTANCE ABUSE)**

The possession, use and/or consumption of Alcoholic Beverages, during any fraternity event, any event that an observer would associate with the fraternity, or in any situation sponsored or endorsed by the chapter, must be in compliance with any and all applicable laws, policies and regulations of the state, county, city and institution of higher education. The unlawful possession, sale and/or use of any illegal drugs or controlled substances at any fraternity sponsored event, or at any event that an observer would associate with the fraternity, is strictly prohibited. Chapters, Interest Groups and Petitioning Groups of Alpha Phi Omega National Service Fraternity shall not use or condone the use of alcoholic beverages as part of their membership recruitment "rush" or

pledge education programs. A violation of this policy shall be deemed a violation of the membership policies of Alpha Phi Omega National Service Fraternity.

### **PERSONAL PROPERTY**

Use of personal property in fraternity activities shall be strictly voluntary and the sole responsibility of the owner. Alpha Phi Omega shall not assume liability for personal property used in conjunction with fraternity activities, nor for any damages resulting from said use.

### **TRANSPORTATION ISSUES**

Any individual who drives or otherwise provides transportation in conjunction with Alpha Phi Omega activities shall obey all applicable motor vehicle laws, including, but not limited to, those concerning vehicle safety, vehicle operation, insurance, and the transportation and consumption of alcoholic beverages. Operators will ensure that vehicles are not overloaded and are driven in a safe manner. Rental vehicles shall be operated in accordance with rental contracts. Use of personal vehicles shall be strictly voluntary and the sole responsibility of the vehicle owner/operator. Alpha Phi Omega shall not assume liability for personal vehicles used in conjunction with fraternity activities, nor for any damages resulting from said use.

### **GENERAL HEALTH AND SAFETY**

All activities planned in conjunction with Alpha Phi Omega shall take into account the health and safety of all participants. Planning of Alpha Phi Omega projects and activities will include appropriate personal safety equipment (ear plugs, eye protection, gloves, etc.), training (use of tools and equipment), and supervision. All equipment to be used in conjunction with Alpha Phi Omega activities will be in good working condition and will be used in a safe manner.

### **ADVISORS**

Advisors and alumni serving Alpha Phi Omega on behalf of their employer or respective volunteer agency (educational institution, youth service organization, etc.) will do so in accordance with the policies of said entity, including but not limited to risk management and personal liability. Advisors and alumni shall adhere to the provisions of this and all applicable policies of the fraternity when engaging in fraternity-related activities. Advisors and alumni shall recognize the appropriate authority of elected or appointed officers, representatives or employees of the fraternity in questions of policy and shall not engage in activities designed to circumvent fraternity policies.

### **EDUCATION**

All reasonable efforts will be made to insure each student member, pledge, associate member, advisor, alumnus, and honorary member shall be instructed on the Risk Management Policies annually. Active Chapters, alumni associations, and sectional, regional, and national volunteers will indicate their understanding of and compliance with the Risk Management Policy statement on an annual basis. Organizers of fraternity events will reasonably inform guests (including non-members, alumni, advisors and visiting members) of applicable policies.

**Affirmation of Compliance  
with Risk Management Policies**

Alpha Phi Omega places a high value on the dignity and worth of a human being. Therefore, I, the undersigned, have read the Risk Management Policies of Alpha Phi Omega. I hereby affirm my acknowledgment of these Risk Management Policies and its recognition that noncompliance of any of these policies has no place in Alpha Phi Omega.

\_\_\_\_\_

Signature

Position

\_\_\_\_\_

Printed Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Region

\_\_\_\_\_/\_\_\_\_\_

Section

## **RISK MANAGEMENT RATIONALE**

The Standard Risk Management Policy is extremely important for a national service fraternity as well as the individual chapters of Alpha Phi Omega. A risk management policy provides the chapters, sections, regions, and national fraternity with the ability to protect their members, to maintain the high reputation of Alpha Phi Omega, and to assist members in assessing their individual responsibilities.

### **ESTABLISHMENT OF INDIVIDUAL CHAPTER RISK MANAGEMENT POLICIES**

The Standard Risk Management Policy is a minimum policy, which the chapters must follow. Chapters will face unique challenges that will require individual attention. They may choose to adopt a policy above and beyond these standards. This policy is intentionally broad, and it is the intent that chapters individualize, through discussion, the policy beyond the scope of the minimum standards.

The major focus is to educate all Brothers in Risk Management. Adoption of this policy will provide a program of education within the chapters, sections, regions, and on a national level.

Signing the Standard Risk Management Policy should not be done without careful consideration. It is your affirmation and commitment to the Standard Risk Management Policy. Much time and effort has been dedicated to making this policy as encompassing as possible for all members of Alpha Phi Omega, National Service Fraternity.