The Risk Management Policy applies to all IFC member fraternities and all individuals at all levels of fraternity membership.

**ARTICLE 1: ALCOHOL AND DRUGS**

**Section 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, must be in compliance with any and all applicable federal, state, local, university laws.

**Section 2.** There should be no illegal use or consumption of alcohol. No Council or chapter members, collectively or individually shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under the legal drinking age, which is 21 years of age).

**Section 3.** The possession, sale, or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises, during a fraternity event, or at any event that an observer would associate with the fraternity is strictly prohibited.

**Section 4**. No alcoholic beverages may be purchased through chapter or Council funds, or by any member or guest in the name of, or on behalf of, the chapter or Council. The purchase or use of a bulk quantity of common sources of alcoholic beverages, e.g. kegs or cases, is prohibited.

**Section 5.** No chapter may co-sponsor an event on its premises with an alcohol distributor, charitable organization or tavern (a tavern is an establishment generating more than half of its annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.

**Section 6.** No member shall drive or operate a vehicle under the influence of alcohol or other drugs

**Section 7.** There should be no usage or presence of alcohol at council sponsored events

**ARTICLE 2:** **SOCIAL EVENTS**

**Section 1. Fraternity House Capacity**

The capacity of the chapter house, as set by the fire marshal, shall not be exceeded. The capacity of each fraternity house is as follows:

Delta Sigma Phi 300

Sigma Phi Epsilon 325

Theta Chi 53

Sigma Pi N/A

Alpha Sigma Phi N/A

Phi Gamma Delta 53

Phi Mu Delta N/A

**Section 2. Social Events**

**A.** Social Events are planned affairs that include members from outside of the current organization. Examples of social events (including but not limited to) mixers or socials with other organizations, chapter formals, family and Alumni events.

**B.** An Event Notification form must be turned in to the Office of Greek Life, Student Activities and Leadership before 5pm, two weeks before the scheduled event. All required information must be complete.

**C.** A minimum of two members (per organization as stated on the Event Notification Form) must work at each event.

**D.** There is to be no alcohol consumption at any social event from the beginning to the end of the event (unless approved through the Office of Greek Life, Student Activities and Leadership).

**ARTICLE 3: Hazing**

**Section 1.** Hazing is not permitted at Ohio Northern University. No organization, team, faculty member, staff person, student or alumni shall conduct or condone hazing activities on or off campus. Hazing is defined as compelled participation in physical or mental activities designed to cause discomfort or pain, or to humiliate, degrade or embarrass the participants.

**Section 2.** Hazing includes, but is not limited to, the following:

**A.** Forcing consumption of alcohol, food or any other substance.

**B.** Forcing consumption of any substance or object in an unsanitary or humiliating manner.

**C.** Paddling or spanking in any form.

**D.** Spraying with hoses, buckets or sprinklers.

**E.** Covering with dirt, oil, or other substances.

**F.** Creating excessive fatigue.

**G.** Physical and/or psychological shocks.

**H.** Requiring participants to wear an article of clothing, an outfit, or any item in a way that could bring negative attention to the wearer.

**I.** Morally degrading or humiliating games and activities.

**J.** Any other activities requested of participants which are not consistent with the regulations and policies of the educational institution, or applicable state law.

**ARTICLE 4: Discrimination and Harassment**

**Section 1.** Discrimination and Harassmentare not permitted at Ohio Northern University. Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based upon a person’s protected status, such as sex, color, race, ancestry, religion, national origin, age, handicap/disability, veteran status, citizenship status, or other protected group status’s. No organization, team, faculty member, staff person, student or alumni shall conduct or condone behavior that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive environment;
2. Has the purpose or effect of unreasonably interfering with an individuals ability to meet his or her responsibilities or to participate in university activities; or
3. Otherwise adversely affects an individuals opportunities at Ohio Northern University.

**Section 2.** Harassment may be directed at a person of either gender and includes, but is not limited to:

**A.** Verbal harassment, such as derogatory or vulgar comments regarding a person's protected status including race, sex, religion, ethnic heritage, physical appearance, sexual orientation, gender identity, disability, or age. Any verbal comments such as sexually suggestive or obscene comments, threats, slurs, epithets, and jokes about gender-specific traits.

**B.** Written harassment, e.g. such as sexually suggestive or obscene letters, notes or invitations, displaying sexually suggestive objects or pictures, cartoons, posters, or magazines, or any other written or graphic material regarding a person’s protected status including race, sexual orientation, gender identity, disability, sex, religion, ethnic heritage, physical appearance, or age.

**C.** Visual contact, such as leering, staring at another person's body or any type of obscene gestures.

**D.** Physical harassment, such as hitting, pushing, aggressive physical contact, or threats to take such action.

**E.** Sexual harassment, unwelcome or unsolicited sexual advances, demands for sexual favors, or other physical contact of a sexual nature.

**ARTICLE 5: Fire, Health, and Safety**

**Section 1.** All chapter houses must comply with applicable University and Ohio fire, safety and health codes and standards.

**Section 2.** All chapters are to comply with engineering recommendations required by their respective insurance companies.

**Section 3.** The possession and/or use of firearms or other explosive devices of any kind within the confines and premises of the chapter house are expressly forbidden.

**ARTICLE 6: Member Behavior**

**Section 1.** All members shall behave in a manner which uphold the high ideals of Fraternity Life and with the standards of Ohio Northern University

**Section 2.** Members shall refrain from any and all public displays of inappropriate behavior. Pranks and acts of vandalism shall not be tolerated, and any instances shall be reported to the appropriate chapter, council, university, local, state, and/or national authorities. Member(s) involved in this behavior shall be disciplined accordingly.

**Section 3.** The council strongly discourages any sort of physical or verbal altercations

**ARTICLE 7: Training**

**Section 1.** The Interfraternity Council, or a designee, shall conduct training for all of its chapters’ members on the Ohio Northern University Interfraternity Council Risk Management Policy at least annually.

**Section 2.** Each year, all student fraternity members shall sign a statement acknowledging their awareness of the Risk Management Policy and their agreement to abide by its terms.

**ARTICLE 8: Procedure for Enforcement**

**Section 1.** Any violations of the Ohio Northern University Interfraternity Council Risk Management Policy shall be dealt with accordingly on a case-by-case basis by the Interfraternity Council, as well as all other appropriate chapter, university, local, state, or national authorities.

**ARTICLE 9: Amendments**

The Risk Management Policy may be amended by a two-thirds vote of the voting members of the IFC if written notice of the proposed Amendment(s) has been distributed at the preceding regular IFC meeting.