

ARTICLE XI – PHI MU RISK MANAGEMENT POLICY

Phi Mu Fraternity Risk Management Policy is inclusive of FIPG Policies and Phi Mu Fraternity is a member of FIPG Inc. All members and provisional members are expected to follow these policies in addition to those of the host institution. In regard to FIPG, Phi Mu and University policy, the most stringent or restrictive rule shall always apply.

All members and provisional members of Phi Mu are governed by Phi Mu policies at all times during events and in any chapter housing or facility.

- Violation of any provision of this policy shall be grounds for disciplinary action against the chapter/[collegiate member](#)/[alumnae member](#)/[provisional member](#).
- Any member in [flagrant](#) violation of this policy shall be recommended by the Discipline Committee to the National Executive Committee for dismissal.
- Any provisional member in [flagrant](#) violation of this policy may have her pledge broken immediately.

ALCOHOL AND DRUGS

1. Alcohol and Law Compliance

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, or in any event an observer would associate with the Fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply [with Phi Mu Policy](#).

2. Chapter Funds and Common Source Alcohol

No alcoholic beverages may be purchased through chapter funds nor may the purchase of [alcoholic beverages](#) for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. No alcoholic beverages may be purchased for resale. This restriction applies to all methods of covering costs of alcoholic beverages; including charging admission to parties or selling drink tickets. [Chapter funds may not be used to subsidize the cost of alcohol in any way \(ex: paying a higher premium for other services such as venue rental or security in order to reduce the price of alcohol drinks\).](#)

The purchase or use of a bulk quantity of common sources of such alcoholic beverages: e.g. kegs or cases, is prohibited.

3. Open Parties and Guests

Open parties, meaning those with unrestricted access by non-members of the Fraternity, without specific invitation, where alcohol is present, shall be forbidden. A guest list is required.

[A maximum of two guests per member are permitted to attend Phi Mu events. The total number of Phi Mu members and guests should never exceed the facility capacity limits.](#)

[Former members of Phi Mu who have voluntarily resigned their membership, been dismissed, or hold alumnae status in the Fraternity may not be invited to or attend any Phi Mu events held solely by the collegiate chapter.](#)

4. Purchasing for a minor

No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").

5. Illegal Drugs and Controlled Substances

The possession, sale or use of any ILLEGAL DRUGS or THE ILLEGAL USE OF ANY CONTROLLED SUBSTANCES while in chapter premises or during a Fraternity event or at any event that an observer would associate with the Fraternity, is strictly prohibited.

- No illegal drugs shall be stored, kept or used by members or provisional members, nor shall they be stored, kept or used in chapter facilities by non-members.
- A prescription drug that is not specifically prescribed to the individual consuming the drug is strictly prohibited under this policy.

6. Co-Sponsorship with Alcohol Distributor

No chapter may 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, sold or otherwise provided to those present, or lend its name to any such activity.

7. Co-Sponsorship with Organizations:

- Purchase of alcohol: No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
- Co-Sponsorship with Non-recognized Organizations: Phi Mu chapters and colonies are not permitted to hold events with organizations that are not recognized by the college or university.
- Collegiate chapters will co-sponsor functions in men's fraternity facilities only if those functions are alcohol-free.

8. Non-Alcoholic/Dry Recruitment

All recruitment activities associated with any chapter will be non-alcoholic/DRY.

9. Drinking Games

No member shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong", "century club", "dares", "flip-cup" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

10. Bar Crawls

No member or new member may participate in any activity that involves traveling to multiple drinking locations

11. New Members and Alcohol

No alcohol shall be present at any provisional member program, activity or ritual event.

12. Philanthropic Events and Alcohol

Chapters shall not serve or sell alcoholic beverages at any philanthropic or fundraising event.

13. Visible Intoxication or Influence of Illegal Drugs

Any participant who is visibly intoxicated or under the influence of illegal drugs, either during or upon arrival at a Phi Mu event, including fundraising and philanthropic events, shall not be permitted to participate in the event and may be removed by security from the event or function.

14. Storage

Alcoholic beverages and illegal drugs shall not be served or stored in any form of chapter house, suite or room.

SOCIAL FUNCTIONS AND EVENT PLANNING:

15. Social Function Planning Forms

Social Function Planning Forms must be submitted to the Headquarters at least three weeks before any event with men or alcohol is scheduled to occur. Approval must be granted by the Collegiate Relations Coordinator no later than one week prior to the date of the event. All decisions pursuant to this paragraph are final.

16. Travel and Distance

- Collegiate chapters must hold all events where alcohol is available within 60 miles (one way transportation) of the host institution.
- Buses at the chapter's expense must be used by all participants and attendees for events held outside the "college community". The college community shall include only those facilities or locations contained within the campus where the chapter is located, within a reasonable walk from said campus, or where other means of public third-party vendor transportation is available (subway, trolley, etc.). A reasonable walk is determined to be a mile or less and roads should contain sidewalks and crosswalks. On a reasonable walk, participants should not have to walk on any major roads or highways.
- When third-party transportation is used, no special privileges or boarding times for transportation should be given to include but not limited to: senior bus or limousine or seniors or phis to board first or last.

17. Overnight Social Functions

No overnight social functions are allowed. Collegiate chapters shall hold their events and social functions in the college community area or otherwise where overnight accommodations are not required.

18. Theme Selection

Chapters and officers shall exercise good judgment and sensitivity to religions, cultures and races when selecting an appropriate theme and costume for a social function.

19. Mandatory Events and Alcohol

Members, including provisional members, shall not be required to attend any collegiate function where alcohol is available.

20. Security

Outside Security shall be required by the chapter for monitoring any event where alcohol is available, including those events jointly sponsored with other fraternities, Interfraternity Council, or Panhellenic Council. Security personnel must be hired from a legitimate company or organization with adequate insurance.

21. Sober Monitors

The chapter must provide sober monitors from among its members for each event where alcohol is available. Each social event shall have a minimum of two (2) sober monitors selected from among the members of the executive team of officers. Provisional members and/or members on probation may not serve as sober monitors. Additional sober monitors may be assigned from the officer team or the chapter membership. (A ratio of 1:15 people is recommended) Individual assignment as sober monitors shall be changed from event to event. Those persons designated as sober monitors shall have been educated as to responsible use of alcohol as well as all applicable laws, rules and regulations related to the dispensing and consumption of alcoholic beverages, including intervention procedures, and shall be responsible for their enforcement. Sober monitors shall not drink any alcoholic beverages prior to or during the event. Members of Phi Mu shall not provide security or any other form of peer monitoring for any social function or event which is not sponsored by the Phi Mu chapter in question.

22. Pre/Post Events and Alcohol Service Allotted Times

No alcohol may be sold and/or served prior to the scheduled beginning of the event or within one hour prior to the scheduled time to depart from venue. No pre- or post-event parties are allowed.

23. End of Event

The end of a function is defined as the time at which the bus returns to the point of departure. No alcoholic or non-alcoholic beverages shall be served or consumed on the bus, unless non-alcoholic beverages are provided by the chapter once everyone is on the bus.

24. Complementary Non-Alcoholic Beverages and Food

Non-alcoholic beverages, such as soft drinks, and ample quantities of complimentary food must be served for the duration of any event where alcohol is available.

25. Licensed Bartender and Licensed Bartender Checklist

A licensed bartender (licensed for the purpose of this resolution shall mean licensed by the state or, if no licensing exists in that state shall mean a professional bartender) who is not affiliated with Phi Mu or any other organization participating in the event must be used at every event where alcohol is available. Only cash bars are permitted. The licensed bartender must sign and comply with the Licensed Bartender Checklist.

26. Security and Bartender Furnished with List of Birth Dates

The licensed bartender and security shall be furnished with a list of members' names and guests' names who are of legal drinking age. The licensed bartender must check both identification and this list prior to selling alcohol.

27. Designated Driver Programs

Phi Mu chapters are prohibited from organizing designated driver programs through means of chapter communication.

28. Role of Chaperones

Advisers to collegiate chapters can serve as chaperones at Phi Mu social events. Their role is to monitor the event as a sober monitor and advise members accordingly. They should not be serving in the capacity of bartender, sober driver, security, checking IDs, etc.

29. Discipline for Guest Behavior

Phi Mu members may be subject to Phi Mu disciplinary action for their guests' behavior at any event.

30. Discipline for Excessive or Illegal Use of Alcohol

The illegal or excessive use of alcoholic beverages by any collegiate member or her guests or provisional member or her guests shall be grounds for disciplinary action.

31. Exceptions or Exemptions

All requests for exceptions or exemptions to any of the provisions of this resolution must be made in writing, to the Collegiate Relations Coordinator. Any such approval must be requested and obtained at least one week in advance of the deadline for filing the social function planning form. If the exception or exemption is granted, it must be communicated in writing to the chapter by the Collegiate Relations Coordinator. All decisions pursuant to this paragraph are final. action.

HAZING

32. No Tolerance

There shall be no hazing of any type in Phi Mu Fraternity.

33. Encouraged to Report

Provisional, collegiate and alumnae members are encouraged to report hazing to the National Headquarters or the National Anti-Hazing Hotline.

FIPG Policy Regarding Hazing

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. 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."

SEXUAL ABUSE AND HARASSMENT (FIPG)

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men, ranging from but not limited to verbal harassment to sexual assault by individuals or members acting together.

FIRE, HEALTH AND SAFETY (FIPG)

- *All chapter houses should meet all local fire and health codes and standards.*
- *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.*
- *All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.*
- *The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.*
- *Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.*

EDUCATION

Each fraternity shall annually instruct its students and alumni/alumnae in the Risk Management Policy of FIPG, Inc. Additionally, all students and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the fraternity website.

34. Education Each Semester

Prior to a chapter's first social function of each semester or within 30 days of the first day of classes each semester (whichever comes first), each chapter shall review Phi Mu Risk Management Policy in its entirety. Copies of the Risk Management Policy shall be distributed at this time. In the event the chapter pledges provisional members subsequent to the semester program, such provisional members must receive education regarding Phi Mu Risk Management Policy during a provisional member meeting prior to the first social function that provisional members attend.

OTHER POLICIES

PHI MU POLICY REGARDING AUXILIARY ORGANIZATIONS and "SWEETHEARTS"

35. Participation of Phi Mu members in auxiliary organizations to men's fraternities ("Little Sister") groups shall not be permitted.
36. Members of Phi Mu may not participate in any men's fraternity recruitment events.
37. No men shall serve any Phi Mu chapter in the capacity of a "sweetheart". Chapters shall not designate a man as a "sweetheart" or representative of the chapter. Examples include but are not limited to: "Phi Guy", "Lion Guy", "Sir Fidel", "Beaus", "Mu Man". At no time shall any man appear on a Phi Mu Composite.
38. Phi Mu Fraternity encourages College Panhellenics to adopt a policy that denounces Panhellenic women from participating in any men's fraternity recruitment events.

CONTRACTS

39. Contracts must be sent to the Collegiate Relations Coordinator for approval prior to a Chapter President Signing the contract. Contracts should not be signed if they release the establishment from liability. Any contract that contains an indemnification clause may not be signed without authorization of the Collegiate Relations Coordinator. Establishments are not routinely listed as additional insureds of Phi Mu's insurance. Special arrangements must be requested by the chapter through the Executive Director. An additional premium cost will be charged to the chapter. **This policy is in reference to ALL Phi Mu events and activities.**

HIGH RISK ACTIVITIES

40. No chapter may coordinate or participate in the following activities or similar activities at any time. If such activities are organized by the host institution or an organization thereof, the chapter must contact HQ to receive an exception.
 - a. Scavenger hunts
 - b. Bounce houses
 - c. Trampolines
 - d. Water activities (to include but not limited to: boating/cruises, slip-n-slides, water skiing, tubing, etc.)
 - e. Rock climbing
 - f. Skeet shooting
 - g. Paintball
 - h. Dunk tanks
 - i. Eating contests (including philanthropy)
 - j. Hay rides
 - k. Fight nights

*Chapter functions involving a pool must not involve alcohol or men and must have an appropriate amount of certified lifeguards on duty for the event.

**Ropes courses must be led by a trained facilitator

RISK MANAGEMENT FOR ALUMNAE CHAPTERS

41. Alumnae Open Events

All activities shall be by individual invitation only. Open parties, those functions open to non-members without invitation, shall not be held regardless of the location or nature of the function. Activities which are jointly sponsored with other fraternities, Interfraternity Council or Panhellenic Council are not considered open parties under this resolution.

42. Alcohol at Collegiate Function

Alcoholic beverages may be served at functions held jointly with a collegiate chapter.

43. Non Alcoholic Beverages and Food at Alumnae Events with Alcohol

Non-alcoholic beverages, such as soft drinks, and ample quantities of complimentary food must be served for the duration of any event where alcohol is available.

44. Alcohol in Phi Mu Housing

No alcoholic beverages shall be served, sold or stored in collegiate chapter housing for alumnae activities.

45. Alumnae Chapter Funds

Phi Mu alumnae chapters shall not use chapter funds to purchase alcoholic beverages, nor shall they purchase alcoholic beverages for resale.

46. Alumnae and Discipline

The misuse of alcoholic beverages by an alumna member and/or the serving of alcohol to a person(s) under the legal drinking age shall be grounds for disciplinary