ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by a chapter, or chapters, including those that occur on or off chapter premises:

(1) All members and guests must comply with all federal, state, and local laws. No person under the legal drinking age may possess, consume, provide, sell or be provided alcoholic beverages.

(2) Chapters, 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 unlawful controlled substances.

(3) Alcoholic beverages must either be: (1) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (2) brought by individual members and guests through a bring your own beverage (“BYOB”) system. The presence of alcohol products above 15% alcohol by volume is prohibited on any chapter premises or at any event, except when served by a licensed and insured third-party vendor at a venue licensed to sell alcohol.

(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 is outlined in the Undergraduate Student Social Host Policy).

(5) Alcoholic beverages must not be purchased with chapter funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

(6) A chapter must not co-host or cosponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol, illegal drugs or controlled substances.

(7) A chapter must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.

(8) 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 a chapter, including but not limited to “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.

(9) Chapters, members, or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

HAZING

Definition
Hazing is any conduct that causes or would reasonably be expected to cause another person to experience humiliation, degradation, abuse, intimidation, harassment, or endangerment of mental or physical health or safety as a condition of association with a group, regardless of the person’s willingness to participate and regardless of whether the organization or group is officially recognized. Acts of hazing by groups, individuals and/or alumni are prohibited. Apathy or acquiescence in the presence of hazing are not neutral acts but constitute complicity. Students and organizations may be charged separately through the University conduct process. Further information regarding hazing can be found in the student organization handbook online.
Conditions that Create a Hazing Culture
New members often wish to be accepted, either formally or informally, into any group and will submit to hazing in order to be included. Because of this, consent to be hazed does not excuse hazing. Across the country, students have died or been seriously injured as a result of participating in activities to which they have “consented.” The psychological pull to be accepted is so strong that hazing victims cannot be expected to resist hazing, even if the hazing is presented as optional. That this pull can be so coercive should make this need to prohibit this conduct, to any degree, undeniably clear.

(1) Any activity that places new members in subservient positions to experienced members creates an unhealthy and unsafe power dynamic in which control has been yielded to the experienced member.

(2) New members in any organization may expect to be trained, oriented, or indoctrinated, but membership in any group that puts a new member in a lesser role, unrelated to the original conditions for membership or mission of the group, is inappropriate and unfair to the new members. Any activities of membership should be equally shared among experienced and new members.

Accountability
Hazing is prohibited and any member failing to comply with this policy may be subject to action through the University conduct processes as articulated in the EQB Guide.

Any student or organization found to be involved in hazing activity may face conduct action and be subject to sanctions including but not limited to warning, educational workshops, service, probation, revocation or denial of recognition or registration for a student group or organization, suspension or dismissal/removal from the university.

Individuals who participate in acts of hazing are personally accountable under the EQB Guide and the hazing policy, regardless of the outcome of any related case brought against a student group or organization.

Amnesty
It is in the best interest of this community that students choose to report hazing, and that witnesses come forward to share what they know. To encourage reporting, students who report possible hazing activity and who cooperate as witnesses in an investigation or disciplinary process will not be subject to university sanctions for their own conduct, unless the reporting students’ conduct contributed to causing harm.

Anonymous Reporting
Incidents of hazing, in addition to other kinds of reports, can be reported anonymously at: http://www.sewanee.edu/student-life/dean-of-students-office/report-an-incident/. This form is open for anyone to report on a concern, even if they are not a Sewanee student.

Responsibility
All members of the Sewanee community share the responsibility to challenge and address hazing. At Sewanee, where community members look out and care for one another, any alleged hazing incident should be reported; students can report anonymously or privately. Reporting individuals’ names will not be shared with other members of the group. Good faith efforts made by groups and individuals to self-report and stop hazing will be considered mitigating circumstances during conduct processes.

Hazing Prevention
You can help make Sewanee free from hazing by doing the following:

(1) If you think that you have been asked to participate, or have participated, in an activity that may be considered hazing, please report the situation by completing the Hazing Report Form; this can be done anonymously.
(2) Step up and take action to help end inappropriate behavior before a bonding activity escalates into hazing activity.

(3) Speak out against hazing by discussing concerns with a group leader, a group advisor, or other Sewanee staff members who can assist.

(4) Contact the Sewanee Police Department (available 24 hours per day) if you encounter activities that put others in physical or psychological harm or discomfort.

**How to Identify Hazing**

When evaluating if an activity involves hazing, use the following questions as a guide. A negative response to a question may indicate hazing and the activity should be changed if necessary.

(1) Is this activity an educational experience?

(2) Does the activity uphold and promote the purpose, goals, and values of the group?

(3) Will this activity increase respect for the group and current members?

(4) Is it an activity new and current members participate in together?

(5) Does the activity have value in and of itself?

(6) Would you be able to defend the activity in a court of law?

(7) Would you be willing to allow family members to witness this activity? The University Vice-Chancellor? Your professors?

(8) Does the activity meet both the spirit and letter of the policies prohibiting hazing?

**SEXUAL MISCONDUCT**

The chapter and its members must comply with all University policies and federal, state, 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.

The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at any chapter activity or event as defined in this policy is prohibited.

**ASSAULT & BATTERY**

In any activity or event sponsored or endorsed by the chapter, including those that occur on or off chapter premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which the activity or event occurs.

**FIREARMS, WEAPONS, EXPLOSIVE OR INCENDIARY DEVICES**

The chapter and its members must comply with all federal, state, and local laws and campus policy as it relates to firearms, weapons, or explosive or incendiary devices.

Firearms, weapons, or explosive or incendiary devices are prohibited from the chapter facility and at all chapter activities or events.
RETALIATION

The University of the South stands firmly for the principle that its employees, students, and participants of university-sponsored programs have a right to be free from discrimination based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, veteran status, pregnancy and childbirth, and genetic information, and free from sexual misconduct in its educational programs and activities and with regard to employment. The University is committed to sustaining a community in which the dignity of every individual is respected. Key to this value are efforts to nurture an environment of civility and mutual respect and to foster a culture of reporting concerns so that the University can respond promptly and equitably whenever an incident occurs. All employees, students, and participants of university-sponsored programs also have the right to be free from unlawful harassment and retaliation.

POLICY DISTRIBUTION

The University of the South shall distribute this Risk Management Policy on an annual basis. A copy of this Risk Management Policy is available on the Greek Life website.