THE STANDARD POLICY OF RISK MANAGEMENT
OF ALPHA PHI OMEGA NATIONAL SERVICE FRATERNITY

HAZING

No chapter, petitioning group, interest group, alumni association, student, alumni member, advisor, or any affiliated group or person shall conduct nor condone hazing activities, regardless of permission or approval by a person being hazed. (NC14) 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 MISCONDUCT

The Fraternity will not tolerate or condone any form of sexual misconduct, whether it be in the form of domestic/relationship violence, rape, sexual violence, sexual exploitation, sexual harassment, or sexual assault. Harmful actions of sexual nature including, but not limited to, verbal, mental, or physical violence, and harassment will not be tolerated or condoned. (NC16)

DISCRIMINATION, ABUSE AND SEXUAL MISCONDUCT

The Fraternity will not tolerate or condone any form of abusive or discriminatory behavior against a person or persons in respect to biological sex, race, ethnicity, physical, mental or emotional disability, age, marital status, sexual orientation, gender identity, gender expression or religious affiliation. Harmful actions including but not limited to verbal, mental or physical violence, harassment, or exclusion will not be tolerated or condoned. This is to include any actions, activities, or events, which are deemed to be demanding to all, including but not limited to verbal harassment, sexual assault, and/or date/gang rape. (NC14)

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.

All Chapter or Petitioning Group financial accounts not held by their host campus or the national fraternity shall be required to have a minimum of three authorized individuals on the account, one of whom must be a chapter advisor, unless otherwise approved by the National Executive Director. None of the individuals may be related to each other by blood or marriage, nor may they be residing together. Any such account must require dual authorization for all withdrawals.

All Alumni Association financial accounts shall be required to have a minimum of two authorized individuals on the account. None of the individuals may be related to each other by blood or marriage, nor may they be residing together. Any such account must require dual authorization for all withdrawal. (BD26)

Funds shall not be collected for or disbursed on behalf of a chapter, section, region, or alumni association using an individual person's peer-to-peer electronic payment system. Any such account for transmitting fraternity funds must be in the legal name of and using the FEIN of a chapter or alumni association. (BD26)

ALCOHOL AND DRUGS (SUBSTANCE ABUSE)

The possession, use and/or consumption of alcoholic beverages or illicit or recreational drugs (NC14), 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 nor illicit nor recreational drugs (NC14) as part of their membership recruitment "rush" or pledge or new member education programs. No chapter funds shall be used to purchase alcohol nor illicit nor recreational drugs (NC14) under any circumstances. A violation of this policy shall be deemed a violation of the Membership Policies of Alpha Phi Omega.

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 i.e. 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 i.e. 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 ensure each student member, pledge or new member, associate member, advisor, alumnus, and honorary member shall be instructed on the Fraternity's risk management policies at least semi-annually. Individuals serving as president, membership vice-president, or pledge or new member educator of an active chapter or petitioning group are required to complete a risk management education course provided by the national fraternity within thirty (30) days of their election or appointment, regardless of previous course completion. Active chapters will indicate their understanding of and compliance with the Risk Management Policy statement semi-annually.

Sectional, regional, and national volunteers will complete a risk management education course provided by the national fraternity and indicate their understanding of and compliance with the Risk Management Policy statement within thirty (30) days of the reporting of their election or appointment to the National Office, regardless of previous course completion.

Individuals serving as president of an alumni association are required to complete a risk management education course provided by the national fraternity within thirty (30) days of their election or appointment, regardless of previous course completion. Alumni associations will indicate their understanding of and compliance with the Risk Management Policy statement annually.

Organizers of Fraternity events will reasonably inform guests (including non-members, alumni, advisors and visiting members) of applicable policies. (BD24)

RISK MANAGEMENT RATIONALE

The Standard Policy of Risk Management 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

Standard Policy of Risk Management 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 Affirmation of Compliance with Risk Management Policies (located in the appendix of these policies) should not be done without careful consideration. It is your affirmation and commitment to the Standard Policy of Risk Management. Much time and effort has been dedicated to making this policy as encompassing as possible for all members of Alpha Phi Omega.