



Alpha Chi Sigma Fraternity
Professional in the Chemical Sciences

HEALTH & SAFETY POLICY





Passed by Supreme Council Proposition 4914 on July 11, 2022

In any activity or event sponsored or endorsed by the Alpha Chi Sigma Fraternity or subordinate chapters or groups of Alpha Chi Sigma Fraternity, the following policies apply:

ALCOHOL AND DRUGS

1. Alpha Chi Sigma Fraternity members, pledges, and guests must comply with all federal, state, and local laws regarding alcoholic beverages. No person under the legal drinking age may possess, consume, provide, sell or be provided alcoholic beverages, even if the below rules are followed.
2. Alpha Chi Sigma Fraternity members, pledges, and guests must follow all local, state and federal laws as well as municipal ordinances and school policies related to controlled substances not prescribed by a licensed physician and taken as prescribed at any activity or event sponsored or endorsed by the chapter or group. This applies to all laws, ordinances, and policies relating to possession, use, distribution, sales, and/or manufacture of said 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. Members and guests must purchase and consume their own drinks individually, whether at a licensed establishment or other Fraternity event.
4. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited at any event, except when served at an event by a licensed and insured third-party vendor.
5. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (e.g., kegs, party balls).
6. Alcoholic beverages must not be purchased with Fraternity funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
7. A chapter or group must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity in which that group or entity provides alcohol in a way that is prohibited by this policy.
8. A chapter or group must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter or group may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.



9. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter or group must utilize a guest list system.
10. Attendance at events must not exceed local fire or building code capacity of the host venue.
11. Any event or activity related to the new member joining process (e.g., recruitment, rush, pledging, bids) must be free of controlled substances not prescribed by a licensed physician and taken as prescribed. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation including but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.
12. Alpha Chi Sigma Fraternity members, or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games at any Fraternity event.
13. Non-alcoholic beverages and food must be available at any event where alcohol is available.
14. All contracts involving alcohol for a collegiate chapter must be reviewed prior to signing by Holmes-Murphy Fraternal Practice and signed by the Chapter Master Alchemist and/or Chapter Advisor. All contracts involving alcohol for a professional chapter must be reviewed prior to signing by Holmes-Murphy Fraternal Practice and signed by the Chapter President. All contracts are executed in the name of the local chapter for Alpha Chi Sigma Fraternity. (Example: “Alpha Eta Chapter of Alpha Chi Sigma Fraternity”)

SEXUAL MISCONDUCT

Alpha Chi Sigma and its members must comply with all 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 fraternity activity or event as defined in this policy is prohibited.



BULLYING

Alpha Chi Sigma prohibits bullying of all members.

Alpha Chi Sigma defines bullying as repeated, health-harming mistreatment of one or more people by one or more perpetrators. It is abusive conduct that may include:

- Threatening, humiliating or intimidating behaviors.
- Interference/sabotage that prevents work from getting done.
- Verbal abuse.

Alpha Chi Sigma considers the following types of behavior examples of bullying:

- Verbal bullying: Slandering, ridiculing or maligning a person or his or her family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- Physical bullying: Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's work area or property.
- Gesture bullying. Non-verbal gestures that can convey threatening messages.
- Exclusion. Socially or physically excluding or disregarding a person.



HAZING

Alpha Chi Sigma Fraternity members, pledges, and guests must comply with all federal, state, and local laws regarding hazing. The term “hazing” means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on Alpha Chi Sigma property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person’s willingness to participate:

1. Be coerced to violate federal, state, local law, campus policy, or Alpha Chi Sigma policy.
2. Be coerced to consume any food, liquid, alcohol, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
3. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
4. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
5. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.
6. Be required to participate in any kind of scavenger hunt, regardless of whether photos are taken or physical objects are collected.



FIREARMS, EXPLOSIVE OR INCENDIARY DEVICES

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

RETALIATION

Alpha Chi Sigma prohibits retaliation against any individual – members and non-members – for reporting or inquiring about a violation of or cooperating with the production of a report about a violation of Alpha Chi Sigma Policy.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

POLICY DISTRIBUTION

Alpha Chi Sigma shall distribute its Philosophy, Policy and Procedures annually to all pledges, collegiate members, and active professional members. A copy of the Philosophy, Policy and Procedures is available on Alpha Chi Sigma's website.