



Interim Joint Policy on Risk Management Competitive Membership Intake Process

(Governing all chapters of the Multicultural Greek Council (MGC) and Panhellenic Association (PHA))

PREFACE

This policy was approved on the **interim** bases by the Center for Multicultural Engagement and Inclusion in August 2021 is intended to promote a safe environment for students. Each fraternity and sorority are and remains, an independent legal entity responsible for its own actions and for meeting its own legal duties and obligations, as well as liability for violations thereof. A working group is currently being formed to establish the Joint Policy on Risk Management and once ready it will need to be approved by the Multicultural Greek Council and Panhellenic Council.

All chapters and re-established groups must follow their inter/national organizations risk management policies and procedures. In the event a discrepancy between the Interim Fraternity & Sorority Life Joint Risk Management Policy and inter/national organization polices, the chapter shall follow whichever guidelines are stricter. In the event of co-sponsored events, the most stringent polices of the participating organizations must be followed by all chapters.

All initiated members, new members, and members in holdover states must abide by all federal, state, province, county, city, and Metropolitan State University of Denver (MSU Denver) regulations, including the Student Conduct Code. This interim policy became initially effective for all chapters on August 23, 2021, and will be enforced by the Metropolitan State University of Denver Multicultural Greek Council and Panhellenic Council.

ALCOHOL AND DRUG POLICY:

The possession, sale, use or consumption of alcoholic beverages during a fraternity or sorority event/council event/co-sponsored function, in any situation sponsored or endorsed by the chapter(s)/council, or at any event an observer would associate with the chapter(s)/council, must be in compliance with any and all applicable federal, state, province, county, city, and Metropolitan State University of Denver laws and policies, and must comply with MSU Denver's Student Organization Alcohol Policy (2016) covering the areas of:

- Scope
- Policy Statement
- Responsibility and Liability
- Criteria and Polices, On and Off Campus Events
- Procedures and Criteria, On Campus Event
- Procedures and Criteria, Off Campus Event at a Third-Party Vendor
- Policy Violations; and
- Definitions

To see MSU Denver's Student Organization Alcohol Policy (2016) please go to:
<https://roadrunnerlink.msudenver.edu/organization/student-activities/documents/view/833678>

For a complete copy of the University's policies governing drugs and alcohol please visit: [MSU Denver Policy Library for Drugs and Alcohol](#).

Students seeking assistance with concerns about alcohol or other drugs are encouraged to talk with a staff member, or other employees of MSU Denver. The [Counseling Center](#) can provide confidential counseling, assistance, and support to students with alcohol and other drug concerns.

HAZING POLICY:

No chapter, re-established group, interest group, governing council, student, or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

“Any action taken, or situation created, intentionally, whether on or off chapter premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited to the following: forced consumptions of food, beverages, or alcohol, paddling in any form, creation of excessive fatigue, physical or psychological shocks, quests/treasure hunts/scavenger hunts, stranding pledges far from campus, “road trips”, wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading, humility games and activities, late work sessions which are not consistent with scholastic activities, and any other activities which are not consistent with fraternal law, ritual, or regulations and policies of the educational institution or applicable state law.”

Hazing as defined by Metropolitan State University of Denver:

The term “hazing” is defined as an act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Hazing can be defined further as any action that produces physical discomfort, embarrassment, harassment, or ridicule.

To see the MSU Denver policy on Hazing please go to:

https://www.msudenver.edu/wp-content/uploads/2021/07/Student_Code_of_Conduct_2020-2021.pdf

Examples of Hazing:

The following are examples of hazing in Greek-letter organizations. It is impossible to list all hazing activities, so this list is not intended to be all inclusive. Each activity can be measured against the definition for each category.

Subtle Hazing: Actions that are against accepted fraternity or sorority standards of conduct, behavior, and good tastes. An activity, action or attitude directed toward a new member which ridicules, humiliates, or embarrasses (whether intended or not and generally judged by an outside party). Examples include but not limited to the following:

Harassment Hazing: Anything that causes mental anguish or physical discomfort to the new member. Any activity or activity directed toward a new member or activity which confuses, frustrates, or causes undue stress, requires an unreasonable or inordinate amount of the individual's time, or in any manner impairs the individual's academic efforts

Violent Hazing: Anything that causes physical and/or emotional harm.

How to Report Hazing at MSU Denver:

Anyone with knowledge of hazing should immediately report the matter to MSU Denver by completing an online report which can be accessed by following this link:

https://cm.maxient.com/reportingform.php?MSUDenver&layout_id=1

MSU Denver will investigate **ALL** reports of hazing involving students, whether the alleged misconduct took place on or off-campus and regardless of the victim's acquiescence to the alleged misconduct.

You may also contact the following on-campus departments:

- In the event of an emergency call 911
- [Dean of Students Office](#): 303-615-0220
- [Auraria Campus Police Department](#): 303-556-5000

You can also call the National Anti-Hazing Hotline toll-free number at 1-888-NOT-HAZE (1-888-668-4293).

SEXUAL ABUSE AND HARASSMENT POLICY:

No chapter, re-established group, interest group, governing council, student, or alumnus will tolerate or condone any form of sexual harassment or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities, or events, whether on chapter premises (if applicable) or an off-site location, which are demanding to women or men, including but not limited to verbal harassment, sexually assault by individuals or members acting together.

Metropolitan State University of Denver is committed to providing a safe environment for all community members. Dating violence, domestic violence, sexual harassment, sexual coercion, sexual exploitation, sexual violence, and stalking are prohibited.

Sexual Misconduct as defined by MSU Denver Student Code of Conduct (2020-2021):

The term "sexual misconduct" refers to any nonconsensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome, and includes, but is not limited to: sexual assault, sexual exploitation, sexual harassment, stalking, domestic violence, and dating violence. For more definitions relating to sexual misconduct

For a complete copy of the University's policies governing sexual misconduct visit:

- [MSU Denver Policy Library for Discrimination, Harassment, Sexual Misconduct, Title IX Violations, and Retaliation.](#)

You may also contact the following on-campus departments:

- In the event of an emergency call 911
- [Dean of Students Office](#): 303-615-0220
- [Auraria Campus Police Department](#): 303-556-5000
- [Office of Equal Opportunity](#): Raúl M. Sánchez, J.D. Executive Director, Office of Equal Opportunity & Title IX Coordinator
 - Location: Jordan Student Success Building, Suite 306:
 - Phone: 303-615-0036
 - Email: rsanch64@msudenver.edu

Policy Education:

Each fraternity and sorority shall educate its members on the Interim Fraternity & Sorority Life Joint Policy on Risk Management. Additionally, all members and key volunteers shall annually receive a copy of the Interim Fraternity & Sorority Life Joint Policy on Risk Management and a copy of the policy shall be available on the Center for Multicultural Engagement and Inclusion website.