

3.3 HAZING AND ALCOHOL RISK MANAGEMENT FOR STUDENT ORGANIZATIONS

In keeping with the University's mission, and in support of Cura Personalis, it is imperative that Student Organizations implement measures to support the health and development of its members, provide care for the whole person, and coordinate activities and events which do no harm. As such, the following policies have been created to reduce both liability and risk for students, student organizations, and the University.

Hazing

Hazing is defined as any deliberate, knowing, or reckless action taken by one or more students against another person or group of people, regardless of whether those being targeted agree to participate. Hazing (i) occurs as part of joining, affiliating with, or maintaining membership in any group or student organization, and (ii) causes or creates a risk of physical or psychological harm that exceeds the normal risks associated with University and organizational participation (i.e. standard physical training for participation in an athletic team).

Non-exclusive examples of hazing include, but is not limited to, physical violence such as whipping, striking, electronic shocking, applying harmful substances to the body, or similar actions; forcing or pressuring someone to endure sleep deprivation, exposure to the elements, confinement in a small space, excessive physical exercise, or comparable activities; pressuring someone to consume food, beverages, alcohol, drugs or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; creating reasonable fear of physical harm through threatening language or behaviors; any conduct that violates local, state, or federal criminal law; and requiring someone to perform tasks or duties that involve institutional policy violations and/or duties that involve criminal violations of local, state, or federal law.

Failure by a group or organization's leadership structure to intervene, prevent, discourage, or report hazing activities of which they are aware, or should reasonably be aware, will also be considered a violation of this policy.

This definition encompasses both the Missouri and federal law definitions of Hazing.

Student Organization Alcohol Policy

The possession, sale, use, or consumption of alcohol beverages, during an organizational event, in any situation sponsored or endorsed by the organization, or at any event an observer would associate with the Student Organization, must be in compliance with any and all applicable laws of the state, province, county, and/or city and must comply with University Third Party Vendor Guidelines, which can be found on the Student Involvement Center website. This Policy covers any and all activities conducted by Recognized or Chartered Student Organizations, whether alone or in conjunction with another event sponsor, regardless of the activities' location. In addition, Student Organizations with additional oversight from inter/national organizations or governing councils (i.e. fraternities and sororities) must also follow any additional guidelines set forth by their respective governing councils.

Any Student Organization wishing to host an event with alcohol must follow the below policies:

- No alcoholic beverages may be purchased through or with organizational funds or by any members or guests in the name of or on behalf of the Student Organization. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
- No Student Organization may co-sponsor, co-finance, attend, or participate in a function at which alcohol is purchased by any of the host or sponsoring organizations.
- No Organization members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to anyone under the age of 21.
- Approved events with alcohol must utilize a Third Party Vendor for services. By definition, a Third Party Vendor is a business who holds an active Liquor License (both state and local licensing), who is contracted for alcohol services for a specific event. The University requires that a Third Party Vendor also hold a minimum of \$1,000,000 liability insurance coverage. The Third Party Vendor should undertake the responsibility of checking identification of guests, providing wristbands and/or stamps (where applicable), and drink service to those attendees of legal drinking age.
- Sodexo, SLU's dining services partner, is a licensed and approved Third Party Vendor who can provide this service for events scheduled on campus.
- No organization may co-sponsor an event with an alcohol distributor or tavern (tavern defined as any establishment for which the sale or distribution of alcoholic beverages is a specific focus of their business) at which alcohol is provided to those present. This includes any event held in, at, or on the property of a tavern as defined above for purposes of fundraising. However, a Student Organization may rent or use a room or area in a tavern, as defined above, for a closed event held within the provisions of this Policy. As an exception to the Policy, Student Organizations (whose charter allows them to do so) may host events in the Billiken Club (in adherence with other relevant guidelines) including during hours of operation when alcohol is served.
- Recruitment activities associated with any Student Organization may not include alcohol. Recruitment activities may not be hosted, held at or in conjunction with a tavern or alcohol distributor as defined in this Policy.
- Approved events with alcohol must utilize a guest list, offering invitations for attendance. Events which allow unrestricted access by non-members of the Student Organization, without specific invitation, are prohibited.
- Guest lists for an approved event where alcohol is present should not exceed a ratio of 3:1; three guests per active member of the host organization. In some cases, specifically with organizations governed by inter / national policies and guidelines, this ratio may be lower. Student Organizations should follow the guidance from their inter/national organization unless it is greater than the University's 3:1 ratio.
- Depending upon the event venue, a 3:1 guest ratio may exceed the posted and designated fire code. Student Organizations must always be in compliance with the fire code of their events, regardless of the maximum attendance permitted per this policy.
- Student Organizations who receive approval to host an event with alcohol are responsible for providing sober monitors for the duration of the event. These sober monitors should be active members of the organization, remain sober before and during the event, and be committed to the health, safety and well-being of all guests in attendance. It is not permissible for an organization to simply assign

this responsibility to its newest or youngest members, as that could be perceived as hazing. Sober monitors shall be designated at a rate of 1:15, based upon the guest list ; i.e. one sober monitor per 15 guests, rounded up.

- When requesting to host an event with alcohol, the host organization will be asked to submit additional risk management details when seeking event approval from the Student Involvement Center. This plan should include a means for identifying attendees who are under the legal drinking age, a description of their planned travel to and from the event, a list of non-alcoholic beverages to be available for those who choose not to drink, a list of food options available for all who attend, and a list of organization members who will serve as sober monitors.
- If an organization wishes to host an overnight, out of town event where alcohol will be present, additional expectations apply. These events will be limited to a 1:1 ratio of organization members to guests (less than the 3:1 ratio for locally hosted, single date events). The host organization is responsible for submitting their guest list to the Student Involvement Center, with emergency contact details provided for each attendee. The organization must also submit a full trip itinerary, including the address where lodging will occur, as required by the Clery Act. Lastly, organization funds may not be used to purchase alcohol for these events, but may be used to cover other elements of their travel, lodging, food and/or activities.
- If an organization is conducting ticket sales for event attendance, the tickets may not be inclusive of free or hosted alcoholic beverages as this has the potential to encourage consumption at the event. Alcohol access for a ticketed event should be limited to cash bar purchases through a Third Party Vendor.
- The majority of student organizations, who operate with recognition and approval from the University, are not authorized to enter into contractual agreements on behalf of their organization. These agreements must be presented to, reviewed and signed by the Director of Student Involvement. Individual organization officers are not permitted to sign binding agreements on behalf of their representative group. The exception to this policy includes recognized fraternities and sororities, who carry additional insurance to represent their inter/national organization.
- Student Organizations that violate the University's Student Organization Policies pertaining to alcohol or the University's Alcohol Policy and Guidelines, will be subject to a maximum sanction allowed by the Community Standards, including suspension or expulsion from the University. Repeated violations will constitute sufficient grounds for the suspension or permanent dismissal of the organization from the University. To the extent that the University serves society by developing and sustaining an environment free of alcohol and drug abuse, the University reserves the right to take disciplinary action against Students involved in violations of the Standards and Alcohol Policy Guidelines occurring off campus.
- Disciplinary measures will be administered consistent with local, state and federal laws.
- University departments and Student Organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members.
- The University also reserves the right to restrict Student Organizations from holding off campus events at certain Third Party Vendors or taverns.

Fraternities and Sororities

Through a joint sponsorship of the University and the various inter/national Greek-letter organizations, a number of chapters have been established on the campus of Saint Louis University. The recruitment and selection of members, as well as each Greek-letter organization's ritual and tradition, make these organizations somewhat different from other Student Organizations. In recognition of the extent to which the concerns and objectives of these Greek-letter organizations are reflective of the University mission, self-regulation of the recognized chapters, acting independently or through designated governing councils, will be encouraged and supported at all times. The University is committed to assisting each member chapter(s) to develop and pursue a positive intellectual, social, and spiritual atmosphere, and to meet both University standards and the standards of their inter/national organization.

Fraternity and Sorority Leadership Councils

There are many types of Greek-letter social organizations, including but not limited to the National Panhellenic Conference (NPC), the North American Interfraternity Conference (NIC), the National Pan-Hellenic Council (NPHC), and the National Multicultural Greek Council (NMGC).

Some of these organizations are based upon specific culture, identity, religion and/or heritage. These leadership councils provide leadership and support to the chartered organizations recognized on the Saint Louis University campus.

Saint Louis University recognizes and fully supports the growth of our NPHC and NMGC communities, which includes historically black fraternities and sororities who comprise a St. Louis city-wide membership network. This means that two or more local institutions share a recognition charter which operates under a constitution and bylaws, elects officers, holds initiation, and is recognized by their inter/national headquarters. The University also recognizes organizations under NMGC guidance, including those which were founded to celebrate cultural diversity and traditions representing various identities of today's college students.