

MEMBER RESPONSIBILITY GUIDELINES (MRG)

Delta Tau Delta Fraternity
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(Last update: 01-07-12)
(Alcohol policies revised 01-07-12)

Member Responsibilities of Delta Tau Delta Fraternity

General Expectations

1. Failure to comply with a sanction or corrective action assigned as a result of a MRG violation will be considered a Level III violation. Additional Level II violations while under Delta Tau Delta Fraternity sanctions will be considered a Level III violation.
2. A Chapter that has been recognized as a Court of Honor or Hugh Shields chapter by the Arch Chapter, may forfeit that status and return the Hugh Shields award if a Level II or Level III MRG violation is verified during the following year. Hugh Shields award recipients will not count the forfeited year toward retirement of a five-year flag. A chapter that experiences a Level II or Level III MRG violation may not be eligible for consideration of either Court of Honor or Hugh Shields designation during the year the violation was verified.
3. The public image and honor of the Fraternity being the responsibility of every member, no chapters shall present, allow, or permit to continue inappropriate chapter programming that brings or could bring dishonor to the Fraternity.
4. All members of Delta Tau Delta Fraternity agree and are bound to the terms of the Delta Tau Delta Fraternity Claims & Dispute Resolution Plan as the sole means of dispute resolution. This plan may be located on the Fraternity website at www.delts.org/resolutionplan.html

Hazing

No chapter of Delta Tau Delta shall indulge in any physical abuse or undignified treatment (hazing) of its pledges or members. Permission or approval by a person being hazed is not a defense. Hazing is defined as any action taken or situation created intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities, kidnapping of actives by pledges or

pledges by actives as well as the forced consumption of alcohol, wearing apparel which is conspicuous and not normally in good taste, engaging in any public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions which interfere with academic activity, and any other activities which are not consistent with Fraternal law, Ritual or policy with the regulations and policies of the host educational institution. Furthermore, chapters shall follow Delta Tau Delta's Delt Development Program.

Abusive Behavior

The Fraternity will not tolerate or condone any form of abusive behavior, including sexist 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 or an off-site location directed toward members or non-members or any actions which are demeaning to women or men, such as verbal harassment. Such behavior includes, but is not limited to, hazing, fighting, and sexual assault. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

Chapter and Shelter Management

1. The shelter, along with its furnishings and landscape, should provide for each member an environment for study, clean and safe living conditions, and recreational facilities. A sound program focused on proper maintenance of the property, along with due regard for host institution, health, or fire department regulations, must be followed in each chapter.
2. The possession, storage and/or use of firearms, weapons, or explosive or incendiary devices of any kind within the confines or premises of the shelter or at any function sponsored by the chapter is expressly forbidden.

Alcohol and Drugs

1. No chapter of Delta Tau Delta may purchase alcoholic beverages with Fraternity funds, nor may anyone in the name of or on behalf of any chapter coordinate the collection of any funds for such a purchase. This includes the purchase of kegs, party balls and other bulk quantities of alcoholic beverages. In addition, no alcohol may be served from common source containers (kegs, party balls or other bulk containers) on chapter property or at chapter events.
2. The possession, sale, use or consumption of alcoholic beverages, while on chapter premises, or during a Fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the Fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or third party vendor guidelines. Examples of non-compliance include, but are not limited to, charging admission to parties, passing the hat, selling empty cups, selling drink tickets, or having vending machines which dispense alcoholic beverages.
3. The use or possession of any unlawful drug in any form at any Delta Tau Delta function or in any Delta Tau Delta shelter will be grounds for suspension.
4. Parties and social activities should be open to members and invited guests only. Open parties, meaning those with unrestricted access by non-members of the Fraternity, without written individual invitations, are prohibited.
5. All recruitment functions associated with any undergraduate chapter or alumni association or alumni chapter of Delta Tau Delta will be dry, without the presence of alcoholic beverages.
6. No alcohol shall be present at any pledge/new member program or initiation activity of any chapter. This includes but is not limited to activities associated with “bid night,” “big brother – little brother” events or activities, “family” events or activities and initiation.
7. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. Chapters also may not co-sponsor functions where alcohol is purchased by other fraternity chapters, groups or organizations. This shall not be construed to prohibit the use of third party vendors for chapter functions that comply with these guidelines and with the rules of the host educational institution.
8. Chapters are required to provide and explain the MRG to its pledges/new members and members. This activity must be certified by the chapter advisor by October 25 of each year.
9. Drunkenness by members and/or pledges/new members will be classified as “conduct unbecoming a member of the Fraternity” as defined in Article XI, Section 2 of the Fraternity’s Constitution.
10. Every chapter will implement the Fraternity’s primary alcohol education program as required by the Fraternity Bylaws, Article 9.
11. No members, collectively or individually, shall purchase for, serve to, or sell alcohol beverages to any minor (i.e., those under legal “drinking age”).
12. No member or pledge/new member, shall permit, tolerate, encourage or participate in “drinking games.”

Approved by the Arch Chapter on January 7, 2012.

MRG ENFORCEMENT CRITERIA

The following is a description of the levels of policy violations and suggested undergraduate chapter responses. Any violation of these criteria is viewed seriously, and it is the responsibility of every undergraduate chapter member and alumnus to see that the Guidelines are upheld, and equally importantly, that the spirit of the Guidelines is met.

LEVEL I

- Chapter and Shelter management violation
- Co-sponsoring events with other organizations that purchase, sell, or otherwise provide alcohol (this shall not be construed to prohibit the use of third party vendors for chapter functions which comply with these guidelines and with the rules of the host educational institution)
- Failure to adopt a policy which effectively addresses “drunkenness” by its members and pledges.

- Failure to implement the Fraternity’s approved alcohol education program
- Failure to teach the Fraternity approved risk management program by October 25.
- Inappropriate chapter programming including events with military, sexually suggestive, or controversial themes, sexually explicit or suggestive performances, offensive T-shirts or other forms of apparel, and acts of buffoonery.

Appropriate responses will be determined and coordinated by the Central Office staff.

LEVEL II

- Purchase of alcohol with chapter funds
- Any violation with injury
- Presence and/or distribution of alcohol from common source containers (*such as kegs, party balls, or other bulk containers or quantities*)
- Sale of alcohol
- Open party (*social function without an established and limited guest list*)
- Alcohol present during pledge/new member or initiation activities
- Alcohol present at a recruitment function or provided to prospective member
- Co-sponsoring events with other organizations that purchase, sell, or otherwise provide alcohol (2nd incident)
- Presence of a slush fund
- Acts of hazing, abusive behavior, or fighting
- Distribution of alcohol individually purchased by members or guests
- Continued drunken behavior by any member constitutes “conduct unbecoming a member of the Fraternity.”
- “Drinking games” permitted, tolerated, encouraged, or participated in by a member or pledge/new member/.
- Violation of sanctions imposed as a result of a lower level violation of the guidelines

The Fraternity’s response to such an alleged event or activity will be coordinated by the Executive Vice President and the Central Office staff. Pending the outcome of an appropriate investigation, the following will occur at the discretion of the Executive Vice President unless disapproved by a majority of the Arch Chapter’s Committee on Chapters:

- (1) Any member or members involved in the incident shall be suspended;
- (2) There shall be a cessation of all chapter activities, not including meetings of the chapter;
- (3) The membership of those directly involved in the incident shall be reviewed by the chapter, Arch Chapter, or Arch Chapter’s designee;
- (4) Additional educational programming shall be required as necessary, plus up to a \$75 per member/per incident fine;
- (5) All fines are payable to Delta Tau Delta Fraternity through its Cumulative Fine Money account (CFMA) for undergraduate and alumni risk management education;
- (6) The charter may be subject to suspension by the Arch Chapter.

LEVEL III

- Organized deception to circumvent the Guidelines
- Purchase, sale, or use of illegal drugs
- Possession, storage and/or use of firearms, weapons or explosive devices of any kind within the confines or premises of the shelter or at any function sponsored by the chapter
- Violation of sanctions imposed as a result of a lower level violation of the guidelines
- Any additional Level II violation while under Delta Tau Delta Fraternity sanctions

The Fraternity's response to an alleged event or activity shall be coordinated by the Executive Vice President. The Executive Vice President shall act according to Delta Tau Delta Fraternity's Constitution and Bylaws, and Arch Chapter policies, to put appropriate measures into effect. His response may include:

- (1) Immediate suspension of charter.
- (2) Review the membership of the chapter's executive committee.
- (3) Initiation of expulsion proceedings against those responsible for the violation.
- (4) Establishment of operating conditions for the chapter.
- (5) Assessment of a per member/per incident fine of up to \$150

In addition the charter may be subject to suspension or withdrawal by the Arch Chapter pursuant to Article X of the Constitution. All fines shall be payable to Delta Tau Delta Fraternity through its Cumulative Fine Money Account (CFMA) for undergraduate and alumni risk management education.

MRG ENFORCEMENT PROGRAM

- A. Potential violations of the Guidelines shall be reported as soon as possible by anyone with knowledge thereof either to the chapter advisor, division vice president, division president, or to the Fraternity's Central Office. The chapter advisor is authorized to recommend to the Arch Chapter the suspension of any member whose behavior violates these Guidelines or otherwise exhibits conduct prohibited under *Article XI, Section II of the Constitution*.
- B. Whenever a potential violation of the Guidelines is reported, the Fraternity's Central Office will make a reasonable effort to conduct, within two business days of learning of an incident, a preliminary investigation to determine if there is reason to believe that a violation of the Guidelines has occurred, and notify the responsible division president. If the incident involves personal injury and/or substantial property damage, it shall be referred to the Fraternity's counsel or claims adjuster.
- C. If the preliminary investigation results in a determination that an upper level (II or III) violation of The Guidelines may have occurred, then a further investigation shall be undertaken by the Fraternity's Central Office as follows:
 - 1. Within three business days of completion of the preliminary investigation, an alumnus of the Fraternity appointed by the executive vice president may be on site to conduct a further investigation of the possible violation. The Fraternity's legal counsel or his designee shall provide a copy of the privacy rights guidelines to be observed by the investigator prior to arrival on site.
 - 2. Upon completion of this investigation, the investigator shall provide a written report to the executive vice president and the Arch Chapter's Committee on Chapters detailing findings and any actions taken or proposed.

This report shall, while protecting the privacy rights and confidentiality of individuals involved, include the following:

- a. The date and location of the Guidelines violation;
 - b. A summary of the incident, events, injuries, persons, and organizations involved;
 - c. Discussion of the scope of involvement of chapter members, officers and alumni;
 - d. A summary of the specific sanctions recommended for the chapter or any individuals;
 - e. Final disposition of the matter;
 - f. Such other information as the Fraternity may request as necessary to review the incident and actions taken in response.
- D. These reports will be maintained by the Fraternity's Central Office for a period of not less than three (3) years and will be available for inspection by the Arch Chapter, alumni advisors, division vice presidents, house corporation officers and undergraduate chapters for purposes of reducing risk and avoiding similar incidents, subject to certain limitations imposed for purposes of privacy and confidentiality.
- E. Recommendations, including sanctions, may be made by the investigator and shall be confirmed by the executive vice president and responsible division president, and then approved or disapproved by the Committee on Chapters. Throughout the process, all parties shall endeavor to complete the proceedings within fourteen (14) days of the appointment of the investigator. The decision of the Executive Vice President shall be final if the Committee on Chapters has not disapproved of same within 72 hours of notification being communicated by the Central Office. Any actions or decisions regarding sanctions may be appealed to the Arch Chapter by any member(s) or chapter(s) involved in the incident within ten (10) business days of receipt of the sanctions.
- F. In the case of an emergency, the Executive Vice President may act alone in the best interest of the Fraternity.

- G. The Executive Vice President shall notify the Arch Chapter of actions taken pursuant to these guidelines.

MRG VERIFICATION PROGRAM

- A. Each Chapter shall file annually a Member Responsibility Guidelines program attendance sheet certifying presentation of the MRG, and the acknowledgement of each member that he was provided access to the Delta Tau Delta Fraternity Claims & Dispute Resolution Plan and accepts the terms of such plan. The form must be attached to the Fraternity Awards and Accreditation Report (FAAR). Failure to submit the Member Responsibility Guidelines program attendance sheet by November 1 will result in suspension of all social activity where alcohol is present until the certification is received or the training is accomplished.
- B. The Guidelines certification statement shall identify efforts made to comply with the implementation requirements including:
1. Verification by November 1 of each year that an educational program on the Member Responsibility Guidelines and risk management was presented at which no fewer than 90% of chapter members and pledges are in attendance, said presentation having taken place by October 25 of each year.
 2. Copies of any mailings, notices, and announcements or articles which were written by the undergraduate chapter regarding the Guidelines or other risk management practices.

MRG IMPLEMENTATION PROCEDURES

ABOUT OUR GUIDELINES

In August 1990, following the passage of several resolutions on alcohol (*adopted in November 1985*), hazing (*adopted in August 1980*) and shelter maintenance (*adopted in May 1988*), Delta Tau Delta integrated the various provisions into one document, the Chapter Responsibility Guidelines. These Guidelines, now known as the Member Responsibility Guidelines, provide a concise articulation of the responsibilities of each member regarding alcohol, drugs, hazing, abusive behavior, and property management.

Any violation of these criteria is viewed seriously by the Fraternity, and it is the responsibility of every undergraduate chapter member and volunteer to see that the Guidelines are upheld.

IMPLEMENTATION PROGRAM

- A. The Guidelines will be broadly disseminated throughout the Fraternity.
1. The Guidelines, along with other pertinent information, will be distributed to the following groups and individuals on an annual basis:
 - a. All Fraternity staff members;
 - b. All collegiate chapters and colonies;
 - c. Those alumni volunteers that are identified on the Fraternity's official records as being a member of a chapter alumni advising team;
 - d. Each house corporation.
- B. On-Site Implementation
1. The chapter president, along with the risk management chairman and chapter advisor, shall communicate information on risk management and the Guidelines to the chapter on a regular basis.

2. The chapter president, along with the risk management chairman and chapter advisor, shall be responsible for advising and assisting the chapter in implementation, verification, and enforcement of the Guidelines.
 3. The chapter president, along with the new member educator, shall be responsible to ensure all new members complete the Fraternity's approved alcohol education program within 30 days of formal pledging.
- C. There shall be an educational component to the Guidelines.
1. Each Karnea, division and regional conference shall conduct educational sessions relating to the Guidelines on alcohol abuse prevention, hazing, date rape, or shelter maintenance.
 2. Each chapter advisor or designee of each division shall review and discuss the Guidelines annually at a meeting with no fewer than 90 percent of the members and pledges/new members present held by October 25, with certification of the meeting submitted no later than November 1.
 3. An educational session on risk management and the Guidelines shall be an integral part of the pledge education process.
 4. The Fraternity's Central Office will provide appropriate materials for these educational sessions.



POLICY ON ALCOHOL AND

SUBSTANCE ABUSE

Delta Tau Delta recognizes the well known dangers of alcohol and substance abuse, which have manifested themselves in tragic ways on college campuses and impacted the lives of young Americans long past their college careers. Our Fraternity's position on alcohol and substance abuse is twofold: Each member of Delta Tau Delta is obligated to follow the law with respect to the use of any substance. Further, as an organization, Delta Tau Delta is committed to the health and well being of our members, and supports our members making healthy choices. College aged men often fail to appreciate the impact today's choices make on their future physical and emotional health, and the Fraternity will strive to educate men on the impact of those actions.

As Delta Tau Delta's governing body, the Arch Chapter re-affirms the over arching principle that drunkenness or other intoxication, and their associated behaviors by individual members, are unacceptable. Delta Tau Delta will first use education as a means to support appropriate behavior, but also recognizes that where such behavior places the Fraternity, an individual chapter or colony, or our brothers at risk, it can be cause for suspension or expulsion from membership. This behavior is contrary to the Oath of membership in the Fraternity. All of our brothers must recognize and deal effectively with the real and potential dangers caused by alcohol and substance abuse.

In accordance with our Fraternity's *Constitution*, Delta Tau Delta will consider behavior unbecoming a member to include drunkenness and other intoxication, which may be indicated by individual health problems, learning problems, such as an adverse impact on a member's academic grades, relationship problems, including inappropriate sexual behavior, harassment, or a negative impact on a member's interaction with his chapter brothers, and legal problems, such as arrests and penalties. With the education of youth our primary objective, the Arch Chapter has adopted GreekLifeEdu as the Fraternity's alcohol education program. At a minimum, each new member of Delta Tau Delta will be provided and is expected to complete this program within 30 days of formal pledging. In addition, the Arch Chapter recommends each chapter and colony contact an alcohol and substance treatment organization in its area and arrange for a representative to address the chapter or colony on addiction and abuse issues each academic year. Our Executive Vice President will also maintain information on www.delts.org directed to services provided by national organizations to address men's health issues.

The Delta Tau Delta Leadership Academy and scholarships for programs such as the Undergraduate Interfraternity Institute (UIFI) shall also be used to support the Fraternity's educational objectives.

Recognizing that Delta Tau Delta is in partnership with our host institutions, the Arch Chapter shall work in concert with our host institutions in establishing and supporting their educational efforts concerning alcohol and substance abuse.

Delta Tau Delta recognizes effective self-governance of our chapters and colonies as critical in developing leadership and maturity of our brothers. Our Executive Vice President will work with alumni advisors, and undergraduate chapters and colonies to support the adoption of chapter bylaws that establish a mechanism for addressing conduct unbecoming a member, and the actions to be taken when such conduct occurs. As reflected in Article VIII, Section 8 of the *Constitution*, chapters and colonies of Delta Tau Delta are required to have a functioning Honor Board, which should be used to implement accountability at the chapter level for this Policy. In keeping with the values of accountability and integrity held dear by the Fraternity, the Arch Chapter considers the lack of enforcement of policies addressing conduct unbecoming a member to be a violation of the Fraternity's Member Responsibility Guidelines.

To support our chapters and colonies in this effort, the Executive Vice President shall implement programs that support compliance with Arch Chapter policies on alcohol and substance abuse and risk management, to include guidance on appropriate honor board action against drunkenness and intoxication, guidance on assisting brothers who are abusive with alcohol or other substances, and guidance on engaging local resources to deal with specific behavioral issues.

Recognizing education and accountability as essential to addressing alcohol and substance abuse prevention, influencing social responsibility, and promoting excellence in our chapters and colonies, the Arch Chapter affirms that alumni advisors may bring charges against an individual member, up to and including suspension, following the procedure set forth in Article XI, Section 7 of the *Constitution* in response to repeated and regular alcohol and substance abuse.

Our expectations of behavior are not limited to undergraduate members. The Executive Vice President shall work with alumni volunteers to ensure they are aware of the Fraternity's policies with regard to alcohol and substance abuse. Alumni volunteers must agree to support the Fraternity, including our alumni advisors and housing corporations, in their efforts to ensure compliance with Fraternity policies among all alumni.

The Executive Vice President shall communicate with alumni to:

- Encourage them to stay active in the Fraternity;
- Encourage them to seek out Delt chapters and organizations where they live and to contribute positively to those organizations;
- Remind them that the Member Responsibility Guidelines apply to all Delts and guests;
- Encourage them to be mentors and role models for undergraduate brothers;
- Discourage their support of misbehavior, excessive consumption of alcohol and hazing;
- Explain that alumni are also subject to expulsion proceedings by the Fraternity for violation of rules; and
- Inform alumni that the Arch Chapter and local chapters have taken action against alumni who misbehave at chapter events, up to and including no trespassing orders and expulsion from the Fraternity.

Adopted by the Arch Chapter August 16, 1999 and restated January 7, 2012



POLICY ON ALCOHOL IN SHELTERS

The health and safety of Delta Tau Delta's undergraduate members is of paramount concern to the Arch Chapter.

Fraternity properties have long been the location for social functions held on college campuses. In part, the use of these properties for social functions has caused significant deterioration of Fraternity housing assets. The use and abuse of alcohol at social functions has added to excessive wear and tear on our Shelters. The Fraternity believes a clean, safe, and competitive residential living environment is important to a positive Fraternity experience. We have found that undergraduate members increasingly no longer wish to live in our Shelters due to deteriorating conditions and lack of privacy, thus taking their maturity of judgment and leadership out of our residential facilities.

The deterioration of the Fraternity's housing assets has required significant, continuing capital investments, and in order to attract financial investment, while at the same time providing competitive, up-to-date living facilities, significant operational policies must be addressed.

Delta Tau Delta is committed to lives of excellence. Our undergraduate brothers deserve a living environment that supports our programs and is reflective of a commitment to excellence. The Fraternity and its chapters must also thrive in a campus environment subject to the expectations of its host institutions. Delta Tau Delta is in partnership with its host institutions, and where a host institution has made a campus-wide policy mandating alcohol-free housing, the Fraternity will support that policy. In further support of our host institutions, where any chapter of Delta Tau Delta is finally adjudicated by that institution of a violation of the institution's policies or standards concerning the abuse of alcohol, Delta Tau Delta may require that chapter to observe alcohol-free housing for a minimum of one year from the date of such adjudication.

In addition, the Executive Vice President shall maintain summary information concerning alcohol use rules established by host institutions for use in working with chapters, colonies, and alumni volunteers.

The Arch Chapter supports colonies, re-colonized chapters, and housing corporations voluntarily establishing alcohol-free and substance-free environments.

Housing corporations are further encouraged during the process of major renovations to Shelters to give special consideration to design space for undergraduate upperclassmen that accommodates their special needs and encourages them to remain residents of the Shelter.

Housing corporations are encouraged to enter into written leases with renting chapters which specify alcohol and substance use regulations to be observed in the Shelter.

Housing corporations are strongly encouraged to retain a resident, male house director for the Shelter who is at least 25 years of age, and who can lead undergraduate brothers by example while living in the Shelter. Housing corporations should support and comply with any host institution requirement for a resident advisor or house director to live in the Shelter.

Adopted by the Arch Chapter August 16, 1999 and restated January 7, 2012