HAZING
No organization member shall take part in hazing activities nor condone hazing activities. Southwestern University defines hazing as any activity, expected of or done to someone affiliating with, joining or participating as a regular member of a group, that humiliates, degrades, abuses or endangers regardless of the person’s willingness to participate. It is important to note that hazing can be committed by one person alone or by a group and that a formal organization need not exist for hazing to take place.

SEXUAL HARASSMENT / ABUSE / DISCRIMINATION
The organization will not tolerate or condone any form of abusive or discriminatory behavior on the part of its members. The organization and Southwestern University are committed to the principle of equal opportunity for all persons without regard to sex, race, color, religion, age disability, national or ethnic origin, or any other impermissible factor. This commitment to equal opportunity includes nondiscrimination on the basis of sexual orientation.

ALCOHOL AND DRUGS (SUBSTANCE ABUSE)
The possession, use and/or consumption of Alcoholic Beverages, during any organization event, any event that an observer would associate with the organization, or in any situation sponsored or endorsed by the organization, must be in compliance with any and all applicable laws, policies and regulations of the state, county, city and institution of higher education. The organization shall not use or condone the use of alcoholic beverages as part of their membership recruitment or pledge education programs.

The unlawful possession, sale and/or use of any illegal drugs or controlled substances at any organization sponsored event, or at any event that an observer would associate with the organization, is strictly prohibited.

PERSONAL PROPERTY
Use of personal property in organization activities shall be strictly voluntary and the sole responsibility of the owner. The organization shall not assume liability for personal property used in conjunction with organization activities, nor for any damages resulting from said use.

VEHICLE OPERATIONS AND VEHICLE SAFETY
Any individual who drives or otherwise provides transportation in conjunction with organization activities shall possess a valid driver’s license, 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 with passengers (number of passengers must match the number of seatbelts in the vehicle) and/or equipment 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. The organization shall not assume liability for personal vehicles used in conjunction with organization activities, nor for any damages resulting from said use.

GENERAL HEALTH AND SAFETY
All activities planned in conjunction with the organization shall take into account the health and safety of all participants. Planning of organization projects and activities will include appropriate personal safety equipment (ear plugs, eye protection, gloves, etc.), training (use of tools and equipment), and supervision. All equipment to be used in conjunction with organization activities will be in good working condition and will be used in a safe manner.

ADVISORS
Advisors and alumni serving the organization on behalf of their employer or respective volunteer agency (educational institution, youth service organization, etc.) will do so in accordance with the policies of said entity, including but not limited to the organization’s risk management policy, as well as University, federal, state and local laws and regulations. Advisors and alumni shall adhere to the provisions of policies, laws and regulations and all applicable policies of the organization when engaging in organization-related activities. Advisors and alumni shall recognize the appropriate authority of elected or appointed officers, representatives or employees of the organization in questions of policy and shall not engage in activities designed to circumvent organization policies.

RISK MANAGEMENT EDUCATION
All reasonable efforts will be made to insure each student member and advisor shall be instructed on the Risk Management Policies annually. Active members and advisors will indicate their understanding of and compliance with the Risk Management Policy statement on an annual basis by signing the document upon review. All signed documentation shall be kept on file for a period of no less than three years. Organizers of organization events will reasonably inform guests (including nonmembers, alumni, advisors and visiting members) of applicable policies.

Affirmation of Compliance with Risk Management Policies

______________________________ places a high value on the dignity and worth of a human being. Therefore, I, the undersigned, have read the Risk Management Policies of the organization and hereby affirm my acknowledgment of these Risk Management Policies. I also acknowledge that any violations of this policy may lead to disciplinary action as set forth by the organization.

______________________________
Signature

______________________________  _________________________________
Printed Name        Date

(initial here)