

ATO H&S Policy

- B1: The chapter, members, and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
- B2: Alcoholic beverages must not be purchased with chapter funds or funds pooled (i.e. passing the hat or using digital payments apps, i.e. Venmo) by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
- B3: Alcoholic beverages must either be:
 - a) Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - b) Brought by individual members and guests through a bring your own beverage ("BYOB") system in accordance with ATO guidelines.
- B4: The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter premises or at any event, except when served by a licensed and insured third-party vendor.
- B5: A chapter must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant or other licensed and insured third party vendor to host a chapter event.
- B6: A chapter must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
- B7: Any event or activity related to the new member joining process (e.g. recruitment, rush etc.) must be substance free. 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.
- B8: Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter premises or host venue.
- B9: The chapter, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.
- B10: Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third-party vendor are prohibited (i.e. amounts of alcohol greater than what a reasonable person should consume over the duration of an event, including but not limited to kegs, boxed wine, 30-racks, alcohol punch etc.).
- B11: The chapter, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances.

- B12: All chapter houses shall, prior to, during, and following occupancy, meet all local fire and health codes and standards.
- B13: Chapter members should call 911 if they observe someone injured or in distress, or if they suspect a fire or other dangerous condition.
- B14: No person shall possess and/or use firearms or explosive devices of any kind within the confines and premises of a chapter house.
- B15: No person shall use smoking products of any kind within the confines and premises of a chapter house.
- B16: Candles should not be used in chapter houses or individual rooms.
- B17: Hazing is prohibited. The term hazing is hereby defined to mean any or all of the following: Any willful act or practice by a member or pledge, directed against a member or pledge, which, with or without intent:
- (a) Is likely, with reasonable possibility, to cause bodily harm or danger, offensive physical punishment or disturbing pain.
 - (b) Is likely to: (1) compromise the dignity of a member or pledge, (2) cause embarrassment or shame to a member or pledge in public, (3) cause a member or pledge to be the object of malicious amusement or ridicule, or (4) cause psychological harm or substantial emotional strain.
 - (c) Will, unreasonably or unusually, impair a member's or pledge's academic efforts including, without limitation, depriving him of normal sleep.
- B18: Any requirement by a member or pledge which compels a member or pledge to participate in any activity which is illegal, which is known by the person to be contrary to a member's or pledge's moral or religious beliefs, or which is contrary to the rules or regulations of the member's or pledge's school is prohibited.
- B19: Any requirement by a member or pledge which compels or encourages a member or pledge to participate in any activity, the nature of which would make such an activity offensive and/or unacceptable to, or unlikely to be engaged in by a reasonable man is prohibited.
- B20: Any requirement, activity, or action which subjects a member or pledge to degrading, demeaning or deliberately unpleasant and offensive treatment whether physical or mental is prohibited.
- B21: Permission or approval by the person being hazed is not a defense.
- B22: The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This includes any actions, activities or events, whether on chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or sexual assault by members acting together. Strippers, exotic dancers or similar persons, whether professional or amateur, at a fraternity event are prohibited.
- B23: Chapter women's auxiliary groups, such as Little Sisters organizations, are prohibited.

- B24: Each Interest Group and Colony (and eventual chapter upon receiving its charter) shall be substance-free and shall remain substance free. Substance-free means no alcohol in a Chapter house or on Chapter property, including all common areas and individual rooms. Individuals (members or non-members, undergraduates or alumni) are prohibited from entering, consuming or storing any quantity of alcohol in a Chapter house or on Chapter property. The definition of substance-free applies to existing chapters that have become substance-free by other means.
- B25: If a member assists another person in obtaining immediate and appropriate medical care related to the use or consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. An individual may benefit from this policy more than once, though it is within the discretion of the Fraternity to take disciplinary action after evaluating the circumstances under which a member has been subject to repeated use of the policy.
- B26: A chapter that seeks immediate and appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, may be eligible for mitigation of charges related to violations of organizational policies. To be eligible for this potential mitigation, the chapter will be required to meet in person or by phone with a National Fraternity staff member or an alumni volunteer designated by the Fraternity. A chapter may benefit from this policy more than once, though it is within the discretion of the Fraternity to take disciplinary action after evaluating the circumstances under which a chapter has been subject to repeated use of the policy.
- B27: Big/little brother programs including Big/Little ceremonies including but not limited to “reveals” are not permitted.