

SOCIAL ENVIRONMENT MANAGEMENT POLICY of the Panhellenic Association and the Interfraternity Council at the University of Michigan

This policy expects members to abide by all federal, state, county, and local regulations governing the use, distribution, and consumption of alcohol. It shall become effective for and enforced by all members and chapters of the Panhellenic Association and Interfraternity Council at the University of Michigan as of February 11, 2009 (original passage January 1, 1992).

The Social Environment Management Policy aims to provide the safest possible social atmosphere for the members of the Greek Community and their guests, while allowing attendees to exercise the personal responsibility expected of students at the University of Michigan. The following objectives are essential to achieving this aim:

- To encourage social responsibility in all members;
- To encourage responsible alcohol use and thereby reduce the risks associated with alcohol misuse at social events;
- To ensure the safety of everyone in attendance at chapter-sponsored social events;
- To decrease legal liability for chapters, their officers, members, members' parents, advisors, house corporation boards, and Inter/National organizations;
- To support the ideals and values on which our fraternities and sororities are founded;
- To practice self-governance as a Greek Community;
- To educate the general membership of the Greek Community about the importance of risk management.

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ARTICLE I – Categories of Events

- A. Restricted Events
 - 1. Criteria
 - a) Event takes place on chapter property.
 - b) Alcohol is allowed.
 - c) The number of women in attendance exceeds 25 (twenty-five) persons.
 - 2. Events that meet the above criteria and are sponsored by an organization other than the property owners/renters will be treated as Restricted Events.¹
 - 3. Restricted Events are subject to SRC (Social Responsibility Committee) and GARP (Greek Activities Review Panel) action.
- B. Alcohol-Free Events
 - 1. Alcohol is not permitted at Alcohol Free Events.
 - 2. Alcohol-Free Events can take place on or off chapter property.
 - 3. Alcohol-Free Events may be subject to SRC (Social Responsibility Committee) and GARP (Greek Activities Review Panel) if evidence suggests the presence of alcohol at the event.
 - 4. All philanthropic events on chapter property must be Alcohol-Free Events.
- C. Third Party Vendor Events
 - 1. Criteria
 - a) Event is held off chapter property.
 - b) Alcohol is allowed.
 - c) If alcohol is present, Event is held at an establishment licensed to sell and serve alcohol.
 - 2. Third Party Vendor Events are not subject to SRC.
 - 3. Third Party Vendor Events may be subject to GARP if a complaint is made.
 - 4. Chapters sponsoring Third Party Vendor Events are responsible for proper risk management practices. Failure to comply could result in GARP action.

ARTICLE II – Sponsorship

- A. Definition
 - 1. Items that constitute sponsorship:
 - a) An organization listed on the official registration form.
 - b) An organization contributes fund and or resources to the Event.
 - c) An organization agrees, by executive decision, to participate in or attend an Event.
 - 2. The following may be considered as co-sponsoring:
 - a) Promoting Events through any form of media (i.e. posters, flyers, invitations, and notations in chapter minutes).
 - b) Putting a chapter's roster or significant portion of it on a guest list.
 - c) Giving a sorority roster to a fraternity.
 - d) Dropping off wristbands at a sorority.
- B. NPC Women's Fraternities may not co-sponsor events on fraternity chapter property unless the event is an Alcohol Free Event.²

¹ An NPHC fraternity wants to host an event at an IFC fraternity House. The NPHC fraternity must follow the rules of this policy as they are using IFC property.

- C. All organizations shall follow their Inter/National guidelines regarding what constitutes co-sponsorship and sponsorship for Third Party Vendor Events.³

ARTICLE III – Timing of Events

- A. All Events, including Restricted Events, may only occur during fall and winter semesters as stated below.⁴
 - 1. Fall – the first event may occur the Thursday prior to classes beginning. The last event may occur on the Saturday after classes end. Events may not occur during Thanksgiving weekend.
 - 2. Winter – The first event may occur the Thursday after classes begin. The last event may occur the Saturday after classes end. Events may not occur during either weekend of Spring Break.
- B. Restricted Events may not occur during Spring and Summer Terms
 - 1. Reports of Restricted Events occurring through out the summer (through Orientation, AAPD etc) will be reported to GARP for action to be taken in the Fall.
- C. No events may take place on Sunday or Monday.
- D. Tier IV Restricted Events (see for definition of Tier III) may only occur on Thursday, Friday or Saturday unless SRC grants permission and the event is registered by the deadline (see Article V Registration).
- E. Events must conclude by 2:00am.

ARTICLE IV – Restricted Event Size

- A. Tier I
 - 1. Tier I Events have a size up to 50 people plus live-in membership.
- B. Tier II
 - 1. Tier II Events have a size up to 100 people plus live-in membership.
- C. Tier III
 - 1. Tier III Events have a size up to 200 people plus live-in membership.
- D. Tier IV
 - 1. Tier IV Events have a size up to 400 people plus live-in membership.

ARTICLE V – Registration

- A. Alcohol Free and Third Party Vendor Events do not need to be registered.
- B. All Restricted Events must be registered.
 - 1. Each sponsoring organization is responsible for registering a Restricted Event
 - 2. Registration must be completed on the official Event Registration Form in the Office of Greek Life (4115 Michigan Union).
 - 3. Deadlines
 - a) Tier I, Tier II, and Tier III Events shall be registered no later than 5pm on the Monday preceding the Event.

² In 2000, the National Panhellenic Conference voted on a resolution to eliminate co-sponsorship between sororities and fraternities for events that occur on fraternity property that involve alcohol.

³ Some Inter/National organization's policies clearly define co-sponsorship in relationship to attendance at events.

⁴ Prior to any registration of Restricted Events, the President, Social Chair(s), and Risk Management Coordinator must attend a presentation by the Vice Presidents of Social Responsibility that reviews this policy. These events are held at the beginning of each semester.

- b) Tier IV Events must be registered no later than 5pm on the Monday 1 week prior to the week of the event. (see Article V - #4 Registration Restrictions for additional Tier IV registration requirements)
- 4. Registration Restrictions⁵
 - a) Tier I, Tier II, and Tier III Events may be registered to take place on Tuesday, Wednesday, Thursday, Friday, or Saturday. (Reference Article III- Timing of Events for exclusions)
 - b) Tier IV Events may only be registered to take place on Thursday, Friday or Saturday (Reference Article III- Timing of Events for exclusions)
 - i. The SRC Executive Board may grant permission to events to take place on Tuesday, Wednesday, or Sunday if the event is registered two weeks prior to the event.
 - c) Tier IV Event Registrations must also include the following
 - i. A list of sober monitor (at least 18 sober monitors) must be submitted with the registration form or the registration form will not be accepted.
- 5. Restricted Events that are not registered by the deadline may not occur.
- 6. Registration violations (such as organizations neglecting to co-register a Restricted Event) will not be considered violations by all sponsoring organizations.
- 7. Registration for a Restricted Event sponsored by a member organization that is currently on social probation shall not be accepted, and the Event shall not take place.
- 8. If a Restricted Event takes place for which no sponsoring organization is registered, automatic social probation of length to be determined by the SRC Executive Committee will be given.
- 9. All Restricted Events are subject to SRC executive board approval.
- 10. The SRC Executive Committee reserves the right to disallow any and all restricted events for any given evening(s) under either of the following conditions.
 - a) Ten (10) days notice is given to all chapters on campus in writing.
 - b) A severe emergency makes it necessary to prohibit social events.

ARTICLE VI- Event Management for Alcohol Free and Third Party Vendor Events

A. Alcohol Free Events

- 1. No alcohol is permitted at philanthropic events.
- 2. Alcohol-Free Events are subject to SRC inspection.
- 3. Alcohol-Free Events where alcohol is present are subject to action by SRC and GARP.
- 4. All Greek Week Events are considered Alcohol-Free Events with the exception of those held at a Third Party Vendor.⁶
- 5. It is recommended that each Fraternity and Sorority chapter participate in at least one coed Alcohol-Free social activity per semester, and if a chapter so chooses to

⁵ Example: St. Patrick's Day is on Monday, March 17th and fraternity XYZ wishes to have a Restricted Event on that day. The Event registration form must be submitted to the Office of Greek Life by 5pm Monday, March 4th (2 weeks prior to the event date). SRC Executive Board reserves the right to not approve these Restricted Events.

⁶ See Article I for definition of a Third Party Event.

sponsor an Alcohol-Free Event, they register the event in the Office of Greek Life according to Article V guidelines.

B. Third Party Vendor Events

1. Chapters must follow their Inter/National policies regarding events at a Third Party Vendor. (See Article I, C for definition of Third Party Vendor)
2. Third Party Vendor Events may be subject to GARP if a complaint is made
 - a) All sponsors of a Third Party Vendor Event will be held equally liable upon documentation of damages.
 - b) The Interfraternity Council and Panhellenic Association will not be held accountable for personal actions at a Third Party Vendor Event.

ARTICLE VII– Event Management for Restricted Events

A. Attendance Guidelines

1. All Events will be limited to Greek Membership (i.e. IFC, Panhel, MGC, and NPHC) with the exception of:
 - a) A supplemental guest list may be used by sponsoring organizations to include a limited number of non-greek students.
 - b) The supplemental guest list may not exceed one quarter of the maximum party attendance (i.e. Tier I – 13, Tier II – 25, Tier III – 50, Tier IV – 100).
2. Greek students must show identification to be admitted to events. Acceptable means of identification may include Greek ID Card, Mcard with Greek Sticker or State Issued Driver’s license cross-checked with a master list of Greek students.

B. Sober Monitors

1. One member of the SRC (SRC monitor), one member of the IFC or Panhellenic Executive Boards, or an IFC president must be present at the event entrance throughout the duration of Tier III and Tier IV events.
 - a) If for any reason, the SRC Door Monitor is not present at the beginning of an Event, it is the responsibility of the host chapter to immediately contact the Vice Presidents of Social Responsibility.
2. Number of Total Sober Monitors Required
 - a) Tier I - At least three (3) sober monitors are required at the Event.
 - b) Tier II – At least five (5) chapter sober monitors are required at the Event
 - c) Tier III – At least eight (8) chapter sober monitors are required at the Event (8+1 SRC Monitor)
 - i. Three (3) sober monitors, plus the SRC Monitor must be at the door at all times unless the SRC door monitor dismisses one of the hosting chapter’s door monitors in the event of a clear door. (2 of the host chapter’s sober monitors shall remain at all times)
 - d) Tier IV – At least eighteen (18) chapter sober monitors are required at the Event (18+1 SRC Monitor)
 - i. Three (3) sober monitors, plus the SRC Monitor must be at the door at all times unless the SRC door monitor dismisses one of the hosting chapter’s door monitors in the event of a clear door. (2 of the host chapter’s sober monitors shall remain at all times)

3. Duties of Sober Door Monitors

- a) Oversee admission to event including supplemental guest list and checking identification for all guests (Mcard and or/Greek ID Card).
 - b) Control event size by limiting admission.
 - c) Oversee that Alcohol brought to the Event meets the SEMP standards.
 - d) Refuse entry to anyone who, in the opinion of the monitor, is intoxicated or may pose a threat to him/herself or others at the Restricted Event.
 - e) In the event that a designated door monitor gets called away from the door, another sober monitor must take over at the door.
 - f) Alcohol must be kept out of the immediate area of where the door monitor duties are being performed.
 - g) Dispose of any and all unattended cups/beverages immediately
 - h) The sober door monitors must wear an SRC-provided bright yellow Greek Monitor Shirt.
4. Duties of Other Sober Monitors
- a) Two sober monitors should be circulating throughout the chapter house for the entirety of the event. Monitors are encouraged to ensure decorum and provide assistance in the case of a disturbance or emergency.⁷
 - b) Two sober monitors should run each beverage check-in area (see Article VI C).
5. Sober Monitors must not be under the influence of alcohol or any illegal substance while on sober monitor duty.
6. Sober Monitors must be easily identifiable by wearing SRC-provided bright yellow Greek Monitor Shirt.
- a) The SRC will provide each Fraternity with 6 bright yellow Greek Monitor shirts plus the number of shirts represented by 10% of the active brotherhood. This number will always be rounded up.
 - b) Additional shirts for extra security can be purchased through the Vice President of Social Responsibility. It is the responsibility of the individual Fraternity to pay for shirts if lost or stolen.
 - c) If more shirts are needed and cannot be provided by the Vice President of Social Responsibility on time, then bright yellow shirts can be used as a substitute if agreed upon by the Vice President of Social Responsibility.
- A. Alcohol Beverage Management
1. No bulk quantities of alcohol such as kegs, party balls, punch bowls or any communal alcohol containers are permitted at Restricted Events.
 2. There shall be no drinking apparatuses permitted at any Restricted Event.⁸
 3. No distribution of alcohol is permitted. No distribution from a common source is permitted. Distribution from a single area and distribution of mass quantities from multiple areas (this includes cases of canned beer) will be considered common source.⁹

⁷ This includes assisting intoxicated guests (water and cabs). It is up to the sober monitor's discretion on how to act in assisting guests.

⁸ This includes "beer bong," ice luges, funnels, etc. In keeping with the good faith of this document, it is implied that chapters execute good judgment in evaluating whether an item constitutes a "drinking apparatus" and should be prohibited from the Event

⁹ Only those chapter members who are at least of 21 years of age may purchase and distribute alcohol to their guests and they assume liability for those guests.

4. No member organization may purchase alcohol with organization funds, and a member or members on the organization's behalf shall not coordinate the purchase of alcoholic beverages.
 5. "Voluntary" monetary contributions by guests will not be permitted, as this is illegal. This includes but is not limited to the selling of cups, glasses, or any form of collecting money.
 6. Sorority funds may not be allocated directly or indirectly for events where alcohol may be present. This includes but is not limited to paying for t-shirts, dinner, electric bills, gifts, etc.
 7. BYOA (Bring Your Own Alcohol)
 - a) At Tier I, II, and III Events no one person shall bring more than 12 (12 ounce) cans of beer or one plastic pint of alcohol (max 80 proof), subject to the approval of chapter members at door and/or Door Monitor.
 - b) Tier IV Events are beer only.
 - c) No glass of any kind, including glass pitchers, is allowed.
 - d) Cups are allowed, but are not to be left unattended at any point during the event.
 - e) Open containers of alcoholic beverages shall, in no case, be permitted to leave event.
 8. Beverage Check-In for all Tiers
 - a) Beverage check-in will be offered as a convenience for all guests present at an event.
 - b) A minimum of two sober monitors shall be in charge of each check in area (number of check-in areas is left to the discretion of host chapter).
 - c) The role of the sober monitor at the check in area is never to include acting in the manner of a bartender,¹⁰ (i.e. never opening or pouring the beverage) while attempting to monitor and prevent dangerous levels of intoxication.
 - d) If a guest is clearly intoxicated the sober monitor must escort them off chapter property while ensuring their safety.
 - e) Check areas should be well lit so they may serve as a monitoring station to ensure guests' safety.
 - f) There are to be no unopened cases outside the serving areas.
- B. Other
1. Non-salty food and non-alcoholic beverages must be supplied by the hosting organization (s) and be in plain view.¹¹
 2. The non-salty food and non-alcohol beverages should be available for the duration of the event.
 3. The quantity should be reasonable in relation to the potential attendance of the event.
 4. All Restricted Events must be supplied with a sufficient First Aid Kit that is to be readily available should the need for it arise.

¹⁰ The attendant in the check in area will provide the guest with a plastic shot glass, their alcohol and a cup. The guest will pour their own drink so the "house" never serves alcoholic beverages. Chapters are encouraged to provide juice and non-caffeinated beverages to slow the effects of the alcohol

¹¹ The Greek Community at the University of Michigan recognizes that at Restricted Events, the sponsoring organization(s) are providing a social environment and not strictly one of alcohol consumption. Therefore, it is recommended that these food and drink be provided to cater to those guests who are attending the Restricted Event for entertainment purposes.

- C. Outdoor Events shall have definite and limiting boundaries (i.e. fences) in order to restrict access to the Event.
- D. It is recommended that each sponsoring organization use wristbands for admittance for their guests. It is the responsibility for each chapter to provide their own wristbands. The Interfraternity Council will not supply chapters with wristbands. If an organization so chooses, it may purchase wristbands from IFC at its own discretion.

ARTICLE VIII – Social Responsibility Committee/Enforcement

- A. Social Responsibility Committee (SRC)
 - 1. The Social Responsibility Committee is an official entity of the Interfraternity Council and Panhellenic Association at the University of Michigan and was created to ensure that the Social Environment Management Policy is obeyed by all member organizations.
 - 2. SRC is composed of two (2) chairpersons, the SRC Executive Board and SRC Checkers, and Fraternity Representatives.
 - a) The Panhellenic Association Vice President of Social Responsibility and the Interfraternity Council Vice President of Social Responsibility are the two (2) chairpersons.
- B. SRC Executive Board
 - 1. The SRC Executive Board will be comprised of nine (9) elected members (6 men and 3 women) as stated in the Constitutions of both the Interfraternity Council and Panhellenic Association.
 - 2. Terms of Office will be from January to December.
 - 3. Election will take place in accordance with the Interfraternity Council and Panhellenic Association” respective Constitutions and Bylaws.
 - 4. Those persons who wish to run for SRC Executive Board must fill out an application. The Vice Presidents Social Responsibility will review the applications and give their recommendations. At elections, applicants will give a 1 minute speech. Those six men with the most votes and those three women with the most votes will be elected and serve on the SRC Executive Board.
 - 5. No more than one member per chapter may serve at the same time. This does not include the Vice Presidents of Social Responsibility.
 - 6. No fraternity or sorority president may run for the SRC Executive Board.
 - 7. The SRC Executive Board will control the administrative details of SRC, propose sanctions for policy violations recorded by the SRC Checkers, punishment, and social probation.
 - 8. The SRC Executive Board will make regular reports to the Panhellenic Association and Interfraternity Council, through the Vice Presidents of Social Responsibility, as to the social responsibility of the Greek Community.
 - 9. Duties of SRC Executive Board
 - a) Assist chairpersons in enforcement of the SEMP.
 - b) Work with IFC Executive Board and SRC Checkers to monitor events.
 - c) Assist chairpersons with record maintenance.
 - d) Attend weekly Executive Board meetings held on Mondays after 5pm.
 - i. No unexcused absences from duties and meetings are permitted during the term of office.
 - e) Review Restricted Events for violations of the SEMP and/or sanctions.

B. SRC Checkers

1. The group of SRC Checkers is comprised of two representatives who are one of the following: an Interfraternity Council Executive Board member, a male SRC Executive board member, or an IFC President.¹²
2. Each SRC Checker shall be required to be trained by the Vice Presidents of Social Responsibility.
3. Conduct must be befitting an SRC Checker.
4. SRC Checkers shall not consume alcohol before or during the time period they are on duty.
5. Failure to meet the above requirements will result in removal from the position of SRC Checker.
6. All SRC Checkers must attend the weekly meeting unless they were not present at an events during the previous week.
7. Duties of the SRC Checkers
 - a) Assist the Head of Rounds with checking Restricted Events.
 - b) Conduct himself appropriately while checking Events.
 - c) Look for violations of this policy and the safety of the guests at Restricted Events.

C. Duties of SRC Chairpersons

1. Chair the SRC Executive Board.
2. Train the SRC Executive Board.
3. Educate and train individual chapter officers.
4. Maintain accurate records including Event Registration Forms, violation letters, and minutes.
5. Make regular reports to the Interfraternity Council and Panhellenic Association.
6. Review the Social Environment Management Policy as needed.
7. Oversee all SRC activities.

D. Fraternity Representation

1. Each Fraternity must present one Fraternity Representative.
2. The Fraternity Representative must be the current Vice President of the Fraternity, unless a substitute is approved of by both SRC chairpersons.
3. The Fraternity Representative is responsible for insuring that all SRC members from their fraternity fulfill their SRC obligations.
4. When needed, the Fraternity Representative will serve as an SRC checker accompanying the Head of Rounds.
5. No Fraternity Representative will serve as an SRC checker more than twice per month.
6. The IFC Vice President of Social Responsibility is responsible for maintaining contact with the Fraternity Representative such that the Representative is able to perform his duties.
7. Any Fraternity not presenting a Fraternity Representative shall remain on Type I Social Probation until a Representative is appointed.
8. If any Fraternity's Representative fails to fulfill his responsibilities, the Fraternity is subject to sanction.

¹² A Panhellenic Officer or female SRC Executive Board member will accompany the SRC Checkers. They will have no responsibility for or decision making authority for violations of the policy.

9. Each Fraternity Representative must attend an orientation as deemed necessary by SRC Chairpersons.

E. SRC Rounds

1. All Restricted Events will be checked during SRC Rounds.¹³
2. One IFC Executive Board member or SRC Executive Board member will be the head of rounds for each night. He will be responsible for coordinating the checking.
3. The head of rounds will conduct SRC rounds for that night with at least one SRC Checker; this may include the SRC Door monitor stationed at the host fraternity.
4. Refusal to admit any member of SRC (Checker or Executive Board Member) to the general site of any Event shall be cause for an immediate violation.
5. Procedures for checking events
 - a) The sole responsibility of the SRC Checkers shall be to record their observations of any possible policy violations while they are on duty. The SRC Checkers are not responsible for assigning sanctions for possible violation or for enforcing this policy.
 - b) The SRC Checkers shall determine when they will visit the Event but will not give notice to the host chapter(s) of their visit.
 - c) SRC Checkers must be admitted to the Event immediately upon arrival.
 - d) When the SRC Checkers arrive, the contact for the event will be located and the door will remain closed for the duration of the Event Check. The contact will then escort the head of rounds and any other SRC Checker present throughout the Event.
 - e) SRC Checkers have the right to check any area of the chapter property where they feel that the Event is taking place.
 - f) If the SRC checkers observe any violations, they will indicate these on the Event Check list. They may also indicate general observations of the Event.
 - g) The SRC Checkers must complete the checklist while at the Event.¹⁴
 - h) A signature from a sponsoring organization does not signify agreement with the SRC Checkers observations.
 - i) SRC Checkers have the right to visit an Event a maximum of two times if no violations are found. Sponsoring organizations should be aware that violations might be noted on the checklist during any subsequent visit. If violations are found, the SRC Checkers have the right to return to an Event an unlimited number of times.
 - j) SRC may test the BAC of sober monitors using a breathalyzer at social events in order to determine the sobriety of sober monitors. SRC will be permitted to administer the breathalyzer during a Tier III or IV registered social event only and will not be permitted to administer the test to more than 3 sober monitors per semester per house. The sober monitor must have a BAC of 0.00 to be

¹³ SRC Reserves the right to go onto chapter property to look for Restricted Events. SRC may enter chapter property at anytime outside the registered time.

¹⁴ The Presidents feel that it is the duty of the SRC Checkers to fill out the checklist while they are present so that the fraternity can fix the problem before the checkers come back a second time. They want to formally see the violations on paper, though no sanctions are made at the time of checking. If the checker feels uncomfortable, they may find someone else in the house to show or may delegate that to one of the other checkers.

considered “not under the influence.”¹⁵ Refusal to submit to the test will result in the specified sanction under Article IX.

- k) The SRC Checkers shall return the checklist form along with typed description of event(s) to the Office of Greek Life by 5:00pm on the business day following their scheduled rounds.

ARTICLE IX – Violations, Sanctions, and Appeals

A. Violations

1. Each reported violation is subject to possible sanctions determined by the SRC Executive Board.
2. Each reported violation will result in the specified sanction.
3. Any violation that occurs at an Event will be considered a violation by all sponsoring organizations.
4. Violations are classified two ways- Major Violations and Minor Violations.
5. Upon the violation of any portion of this policy, the SRC Executive Board will decide on appropriate sanctions.
6. Violations may be reported by the SRC Executive Board, the Interfraternity Council, Panhellenic Association, University of Michigan, City of Ann Arbor, Inter/National Organizations, Residence Hall Staff, Member Chapters, or any concerned individual.

B. Definitions

1. Delayed Admission to Event – SRC Checkers must be admitted to the Event immediately upon arrival.
Violation: 8 weeks
2. Distributing Alcohol – Chapters can not supply or distribute any alcohol. No organized purchases of alcohol may be made on members’ or guests’ behalf by member(s) of host chapter.
Violation: 10 weeks
3. Sober Monitors
 - a) Every Restricted Event must have the appropriate # of sober monitors based on the Tier and size of the Event.
Violation: 6 weeks
 - b) Sober Monitors at Event may never be under the influence of alcohol or any illegal substance while on Sober Monitor Duty.
Violation: 10 weeks
 - c) Sober monitors must be wearing the SRC-provided Greek Monitor shirt (or substitute shirt as described in Article VII. B.)
Violation: 6 Weeks
4. Door Monitors – Events must have necessary number of Door Monitors
Violation: 2 weeks
5. Use of Guest List- Admission to all Restricted Events must be by supplemental guest list and Greek Membership only.
Violation: 2 weeks

¹⁵ The administration of breathalyzer tests will be performed by the chapter president or designated officer in the chapter, in the presence of SRC, away from the areas of the house in which the event is taking place. SRC will not record the BAC output and the sober monitor tested is to remain confidential. In the event a sober monitor blows a .02 or below, SRC will readminister the test during their 2nd visit in an effort to collect the most reliable reading.

6. Unregistered Events – All Tier I, Tier II, and Tier III Restricted Events must be registered with the Office of Greek Life by 5:00pm on the Monday preceding the Event. Tier IV Events must be registered not later than 5pm on the Monday 1 week prior to the week of the event. Any Restricted Event that is not registered by at least one sponsoring organization may not take place.
Violation: 6 weeks
 7. Alcohol at Alcohol Free Events – Alcohol is not permitted at Alcohol Free Events.
Violation: 8 weeks
 8. Exceeding Event Size – All events must follow guidelines specified by SEMP and specified by the Hosting chapter on the registration form.
Violation: 6 weeks
 9. Unregulated Event (total lack of risk management)
Violation: 12 weeks
 10. Failure to meet educational program requirement – All chapters are required to sponsor or attend one event dealing with alcohol awareness each semester.
Violation: 6 weeks
 11. Bulk quantities of alcohol – Alcohol present must fit the quantity limits set by the social policy.
Violation: 8 weeks
 12. SRC Member duty failure – All fraternity SRC members must perform their agreed-upon duties.
Violation: 4 weeks
 13. Not checking ID's – Chapters must make all guests show their Greek ID or M-Card before entering.
Violation: 1 week
 14. Glass Containers – Glass containers (including pitchers) shall not be permitted at any Event
Violation: 2 weeks
 15. Time Constraints – Events may not occur before 10:00pm after 2:00am
Violation: 2 weeks
 16. More than One Entrance – events must have only one entrance.
Violation: 2 weeks
 17. Assault of SRC member – The safety of SRC members is the responsibility of the chapter while the SRC are performing their duty on chapter property
 - a. Assault may be defined as an act that inflicts physical or emotional harm.
Violation: 10 weeks¹⁶
- C. Sanctions
1. Why administered
 - a. Violation of any part of the Social Environment Management Policy.
 2. Types of Sanctions
 - a. Social Probation
 - b. Letter to National Organization

¹⁶ SRC will not, however, recommend sanctions related to this provision provided the following condition is met: should the assaulting party be an unaffiliated attendee or "guest," he or she shall be forcibly removed from the event by the ranking chapter officer and be denied re-entry. Should the chapter officer refuse to cooperate, SRC shall have the right to terminate the event and recommend sanctions as described in Article IX Section B (17).

- c. Community Service
- d. Fines
- e. Workshops
- f. Educational program or activity
- g. Letter or apology/Public Reprimand
- 3. Records
 - a. Social points and penalties will be filed with the Office of Greek Life for reference purposes only, up to 1 year after the violation has occurred.
- D. Social Probation
 - 1. Assignment of Social Probation
 - a. When a chapter is sanctioned via social probation, the SRC Executive Board uses their discretion in assigning types of social probation
 - b. Social probation may involve a combination of the categories.¹⁷
 - 2. Type I
 - a. The chapter may sponsor Alcohol-Free Events and Third Party Vendor Events
 - b. An Educational program along with SEMP presentation must be made to the entire chapter by the SRC Executive Board.
 - 3. Type II
 - a. The chapter may not sponsor Restricted Events or Third Party Vendor Events.
 - b. An Educational program along with SEMP presentation must be made to the entire chapter by the SRC Executive Board.
 - 4. Type III
 - a. A letter is sent to the Inter/National Organization from the Vice Presidents Social Responsibility.
 - b. The chapter may not sponsor Restricted Events or Third Party Vendor Events.
 - c. A public apology and reprimand are given.
 - d. An Educational program along with SEMP presentation must be made to the entire chapter by the SRC Executive Board.
 - e. A fine of \$2 per active member is given.
 - 5. Women's Social Probation¹⁸
 - a. A sorority may be placed on social probation from SRC for violations of this policy pertaining to sorority requirements which include the following:
 - i. Attendance at mandatory SEMP education session at the beginning of each academic semester.
 - ii. At least one alcohol education program must be sponsored or attended by each organization per semester.
 - iii. Women's chapters may not host any event where alcohol is present on chapter property.
 - b. Social probation

¹⁷ In understanding that social probation not only affects an individual organization, but the Greek Community at large, it is recommended that chapters be sanctioned in combination throughout the length of their social probation. If a house receives 15 weeks social probation through a major violation, that house may go through all three types of social probation, starting with Type III and ending with Type I. This is an effort to transition organizations off of social probation and eliminate large uncontrolled Restricted Events immediately following the termination of social probation.

¹⁸ This is done in an effort to formalize women's social probation. It has never previously been defined, and so we are not defining it to have consistency between chapters and from year to year.

- i. The chapter may not sponsor any alcohol related Third Party Vendor Events during the term of social probation.
 - ii. The chapter must sponsor one Alcohol-Free Third Party Vendor Event before the end of that school year.
 - iii. If a chapter hosts an event with alcohol on chapter property the violation is: Sanctioning to be determined by mediation which may result in a letter to Inter/National Organization and/or Social Probation as stated above.
 - c. The chapter shall remain on social probation until an educational program pertinent to the material covered by Panhellenic programming is held.¹⁹ This program must be submitted to SRC for approval one (1) week in advance and the chapter must provide documentation of the program within two (2) weeks of its completion.
 - i. Attendance at mandatory SEMP education session at the beginning of each academic semester.
 - ii. At least one alcohol education program must be sponsored or attended by each organization per semester.
- E. Appeals
 1. Chapters have the right to contest sanctions to GARP (Greek Activities Review Panhel), in writing with-in one week of notification of these sanctions.
 2. The co-chairs of GARP will review the letter of contest for validity (evidence the violation did not occur or there is new evidence to be presented). The co-chairs have 1 week from receipt of letter of contest to determine the validity.
 3. If validity is determined, the contestation will be sent to mediation or directly to GARP.

ARTICLE X – Education

A. Mandatory Education

1. A mandatory education session will be held at the beginning of each academic term.
2. The Chapter President, Social Chair (s) and Risk Management Chair for each chapter must attend this session.
3. Restricted Events may not be registered unless this session is attended.
4. An agreement must be read and signed by each chapter indicating an understanding of this policy.
5. The SRC Executive Board will sanction chapters not fulfilling the above requirements. Members of the SRC Executive Board, Panhellenic Officers, and Interfraternity Council Officers will be available to present this policy to chapter members.²⁰

B. Social Environment Management Policy Education Program

¹⁹ For example, sorority XYZ is placed on social probation because they failed to meet the membership attendance requirement for an alcohol program put on by the Panhellenic Executive Board. The chapter would then have an alcohol program at their house. If they missed a sexual assault program, they would need to have a sexual assault program.

²⁰ The sanctions are not outlined here because of the different sorts of situations that could arise. For example, if fraternity XYZ is already on social probation and they decide not to attend the education program, then by outlining a sanction that would involve social probation or sponsoring a Third Party Vendor Event may actually benefit the chapter. SRC reserves the right to sanction chapters that will not be too harsh, but will be an additional requirement to what ever sanctions they already have.

1. An SRC education program on the Social Environment Management Policy must be completed with each chapter in the fall semester. In the winter semester, the educational program will be given only to new members.²¹
 2. Each chapter's executive board is required to read and acknowledge that they understand and will adhere to this SEMP.
 3. An SRC educational program on the SEMP must be completed at each house within the first 6 weeks of each semester.
 - a. Type I social probation will be imposed if the education program is not completed within the first 6 weeks of each semester.
 4. All Restricted Event monitors (sober monitors and door monitors) are required to attend this educational program.
- C. Other Programming
1. At least one alcohol education program must be sponsored or attended by each organization each semester. This program must be attended by more than 75% of the new members and 50% of live-in membership.²²
 2. Organizations will notify the SRC Executive Board of their educational programs
 - a. The SRC Executive Board must approve the educational program at least 1 week before the program occurs.
 - b. The organization must provide documentation that the program occurred within two weeks of the program.
 - c. Programs sponsored by the Panhellenic Association and the Interfraternity Council will be acceptable for fulfilling this requirement.

ARTICLE XI: Risk Management

- A. Expectations - All chapters are expected to know and follow their own chapter's risk management policies in addition to the Interfraternity/Panhellenic Constitution, Bylaws, Greek Community Policy Regarding Hazing, along with this policy. All chapters must submit a copy of their own chapter's national risk management/personal safety policy to the Office of Greek Life (4115 Michigan Union) by the first day of classes for the fall term. Failure to do so will result in automatic Type I social probation until an organization does turn it in. All organizations within the Panhellenic Association must have a risk management policy approved by the Panhellenic Vice President of Social Responsibility.
- B. Hazing - The University of Michigan Interfraternity Council/Panhellenic Association strictly prohibits any form of hazing. Hazing activities are defined in the Greek Community Policy Regarding Hazing. Hazing activities are not compatible with the ideals and traditions of any Sorority/Fraternity and reflect negatively on the Greek System. All problems, policies, and acquisitions of hazing will be handled by HTF (Hazing Task Force).
- C. Drugs and Controlled Substances - The possession and/or use of any illegal or controlled substances, including but not limited to drugs, narcotics, marijuana or any hallucinogen

²¹ This avoids the repetitive nature for all members of the chapter. There will be one large SEMP presentation for all members in the fall and one just for new members in the winter.

²² So if you have 40 new members and 50 members who live in the chapter house, you must have 55 people show up to the education program (30 new members and 25 in house members). Please note they do not have to be those numbers from each pledge class. We are simply using those pledge classes to determine the number who must attend. Out of house members are encouraged to come and would be counted in the total membership attendance.

is illegal and contrary to the standards of the Interfraternity Council, the Panhellenic Association, the University of Michigan, and the State of Michigan. There will be no possession and/or sale of any illegal or controlled substances on any chapter premises, at any Sorority/Fraternity event or at any event possibly associated with the Sorority/Fraternity.

- D. Sexual Abuse and Harassment - Interfraternity Council/Panhellenic Association will not tolerate or condone any form of sexually abusive behavior, whether physical, mental, or emotional. This is to include any actions that are demeaning to women and/or men including, but not limited to date rape, gang rape, or verbal harassment. National fraternity and chapter advisors should initiate appropriate education on the issues of abusive behaviors and sexual harassment to ensure appropriate behavior and protect the membership regarding liability.
- E. Building Code
1. All Chapter houses should meet all local Fire and Health code standards.
 2. All doorways and hallways should be free of obstruction and debris at all times.
 3. All chapters must have posted emergency numbers for fire, police, and ambulance and transportation numbers in clear sight for all guests.
 4. All chapters should comply with engineering recommendations as reported by their respective insurance companies.
 5. The possession of firearms and/or explosive devices of any kind within the confines and premises of the chapter house are forbidden.
 6. Fire Drills should be conducted twice a semester.
- F. Suggested Procedures for an Emergency or Tragedy
1. While we hope you will not have to deal with an emergency or tragedy, from time to time these situations arise within chapters. The following suggestions are made to assist you in responding appropriately to such a situation. These procedures should be reviewed with all chapter officers and advisors. Careful preparation for an emergency can save lives and minimize losses. Every Inter/National Organization has procedures such as the following. Please refer to those procedures.
 2. In the event of any emergency (serious illness, accident, fire, injury, or death) call 911 and calmly explain the situation so appropriate emergency personnel may respond.
 3. Do not notify parents or family of the person involved in the emergency situation. University, police, and/or medical officials will inform family members.
 4. Notify your chapter advisor, Office of Greek Life, Office of the Dean of Students, Inter/National headquarters.
 5. Inform your members and new members along these guidelines:
 - a. Close the house and only permit entry to members and emergency personnel.
 - b. Assemble all members and new member groups.
 - c. Depending on the circumstances, additional individuals should be notified, such as alumni board members, regional officers, and/or national advisors.
 - d. Instruct the members to make no statements to anyone other than University or other local officials – all requests for information should be directed to the chapter spokesperson. Regarding media contacts a statement like, “We are working with the authorities to handle this situation and a more formal statement will be available soon” is always preferable to “No Comment.”

- e. The highest-ranking chapter or alumni officer present should take control of the situation and initiate appropriate crisis management procedures.
- f. Each chapter should develop a list of important phone numbers and contact individuals for their own crisis plan.
- g. In the event of a suicide attempt, call immediately for an ambulance. Talk with the person while awaiting the ambulance. Do not play psychologist; just be a friend. Do not immediately assemble and inform the members in this case. Do not contact the family. Cooperate with the medical professionals to ensure safety of the person.
- h. In the event of a death, do not remove any personal items from the person's room or apartment. Do not let members enter the room or apartment; only allow entry by proper officials. Discuss how to deal with family and personal belongings with University officials and chapter advisors.

ARTICLE XII: Good Faith

- A. It is recognized that this policy cannot address, in specific fashion, all possible social situations that may occur. When this policy is not specific on a particular point, the Panhellenic Association and the Interfraternity Council chapters and their members are expected to conduct their Events and themselves in the spirit of social responsibility expressed in this policy.
- B. Any chapter in violation of this policy's intent will be subject to review by GARP.
- C. The Interfraternity Council and the Panhellenic Association strongly encourages all chapters to adhere to their own risk management policy.

ARTICLE XIII- Amendments

- A. Any member fraternity or sorority in good standing with the Panhellenic Association or the Interfraternity Council may introduce an amendment to this policy.
- B. The amendment must be submitted in written form to the respective Vice Presidents of Social Responsibilities.
- C. The Panhellenic Association and Interfraternity Council shall vote on the amendment at the meeting following the one in which it was introduced.
- D. An amendment that receives the affirmative vote of at least two-thirds by both the Panhellenic Association and the Interfraternity Council will be adopted as part of this policy.
- E. All amendments pertaining to Restricted Events are subject to two-thirds vote by the Interfraternity Council. The Interfraternity Council must present their amendments to Panhellenic Association before the amendment is voted on by the Interfraternity Council; however the vote is by Interfraternity Council only.
 - 1. Any member of a sorority in good standing may submit an amendment to the respective Vice President of Social Responsibility.

Amended September 21, 2005; Amended November 15, 2005; Amended April 18, 2006
Amended December 12, 2006; Amended September 10, 2008; Amended October 15, 2008
Amended February 11, 2009;