



# Human Dignity Policies

## **ETHICAL BEHAVIOR**

Alpha Phi prohibits behaviors that intend to be, or are reasonably foreseeable to be, undignified, threatening, intimidating, bullying, or harassing to another person or group within member activities. This behavior includes, but is not limited to lying, cheating, theft, libel, slander or illegal activity and/or participating in activities that are discriminatory, degrading and/or demeaning to others, including but not limited to activities or events based age, race, sexual orientation, gender expression, national origin, religious preference, socioeconomic status or personal abilities.

Alpha Phi firmly repudiates actions and statements that negate the concepts of self-respect, personal development, equality and dignity. Collegiate members will not join any auxiliary group for another fraternal organization, such as being a “Big Sister” or “Little Sister.”

## **SEXUAL MISCONDUCT**

Alpha Phi and its members are expected to comply with all applicable laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking and sexual exploitation. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at any fraternity activity or event as defined in this policy is prohibited.

## **HAZING**

Alpha Phi and its members are expected to comply with all applicable laws regarding hazing.

The term “hazing” means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on Alpha Phi property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person’s willingness to participate:

- A. Be coerced to violate any applicable laws or Alpha Phi policy.
- B. Be coerced to consume any food, liquid, alcoholic liquid, drug or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication or unconsciousness.



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C. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity or exposure to elements or endure threats.

D. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.

E. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.

## **RETALIATION**

Alpha Phi prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of Alpha Phi Risk Management Policy.

Alpha Phi prohibits any chapter retaliation (e.g. chapter judiciary process, sanctioning, negative repercussions, etc.) against a member making a private health care choice.

Retaliation is any action, statement or behavior that is designed to punish an individual for reporting violations, cooperating in investigations, deterring members from reporting or seeking guidance, and chapter involvement in private health care decisions.

There are numerous options to report a violation of the Alpha Phi Risk Management Policy:

- In case of an emergency, call 911.
- Contact your chapter president, chapter advisor or collegiate chapter administrator.
- Call Alpha Phi Executive Office at 847.475.0663 during business hours.
- For emergency immediate assistance, call the Emergency Hotline at 847.316.8942.