



RISK MANAGEMENT
of MEHARRY MEDICAL COLLEGE
Risk Management – Alcohol and Drug Policy

All prospective members/members of _____
(your organization)

and Meharry Medical College shall abide by all applicable liquor control laws of the state or other jurisdiction including Colleges and Universities while participating in an organization event.

Responsibilities:

Although the leadership of the organization at any specific event, whether local, regional or organization-wide in scope, is responsible for promoting compliance with this policy, every member of _____ is expected to
(your organization)

assist in ensuring adherence to this policy.

In an effort to maintain and abide by this policy, prospective members/members shall use the following guidelines:

1. The possession, use and /or consumption of alcoholic beverages while on chapter premises, during an official event, whether local, regional or organization-wide in scope, or in any situation sponsored or endorsed by the chapter or by the organization, must be in compliance with any and all applicable state, county, city and college laws or regulations.
2. The possession, sale, and/or use of any illegal drugs or controlled substances at any “chapter house”, organization sponsored event, or at any event that an observer would associate with the organization is strictly prohibited.
3. All intake activities associated with any chapter will be “dry intake” functions.
4. No alcohol shall be present at any intake program.
5. When alcohol is served at organizational events, the following guidelines must be followed:
 - A. Service of alcohol on a no-host, cash bar basis by a professional bartender, full coverage by liability insurance is preferred;
 - B. Non-alcoholic beverages must also be available.
6. In addition, the following shall apply:



RISK MANAGEMENT of MEHARRY MEDICAL COLLEGE

- A. No prospective member, individually or collectively, shall be asked to purchase for or serve to members, or sell alcoholic beverages;
- B. Reasonable precautions will be taken by the chapter to prevent the excessive consumption of alcoholic beverages and to prevent the service of alcohol to underage persons by anyone;
- C. Prospective members, members and/or guests who arrive at an event in an intoxicated state shall not be admitted;
- D. At each event, there shall be designated non-drinking members;
- E. Non-alcoholic beverages shall be provided at each event;
- F. The service of alcoholic beverages shall be cut off at a specific time, which shall be established and clearly published in advance of the event;
- G. No games that involve alcoholic beverages shall be permitted.

Risk Management – Fire and Health Safety Policy

All premises used for _____'s intake, new
(your organization)
member activities, meetings or events prior to, during, and following occupancy, must meet all local fire/health codes and standards, as well as any applicable federal, state, county, municipal laws, ordinances, and regulations.

Risk Management – Hazing Policy

It shall be the responsibility of all members and prospective members of _____ to determine college or
(your organization)
other legal jurisdictional policy regarding hazing (both mental and physical), and to comply fully with such policies.

Guidelines:

In an effort to maintain and abide by this policy, members and prospective members shall use the following guidelines:

1. Because some forms of hazing may involve criminal conduct (such as unwanted physical contact), you must immediately report any such criminal acts to local law enforcement authorities in addition to the _____



RISK MANAGEMENT of MEHARRY MEDICAL COLLEGE

2. No member, prospective member, chapter, or other organization shall conduct or condone hazing activities. Permission or approval by a person being hazed does not abrogate this policy.
3. Hazing activities are generally defined as:
 - A. Any action taken or situation created, intentionally or unintentionally, whether on or off organization premises, to produce physical or mental discomfort, embarrassment, harassment, or ridicule or possibly cause physical harm or injury.
 - B. Such activities include, but are not limited to: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; road trips or kidnapping of aspirants by members or kidnapping of members by aspirants; consumption of food, beverage or other substance except in the course of regular meals; late work sessions which interfere with scholastic activities; blindfolds; engaging in public stunts of buffoonery; morally degrading or humiliating games and activities; or any such activities carried on outside or inside the confines of the chapter premises and all other activities on the part of members upon aspirants which are not consistent with the organization's law, ritual or policy, or any and all applicable state, county, city, and college laws or regulations. Activities, which could be construed as quests, treasure hunts, or scavenger hunts that are not pre-approved by the **Office of Student Life** will be considered, unauthorized events, and by their very nature, considered hazing.
4. Mental hazing includes, but is not limited to, the activities and procedures included in the following statement of policy:
 - A. There shall be no pre-initiation activities that would cause persons to be physically or mentally fatigued;
 - B. Activities during the Bond period shall be limited to those which attempt to increase the person's knowledge of the organization, and the person's professional intent; these activities must be carried on in a dignified manner and must show proper respect for another person as a professional equal;
 - C. At no time during the Bond period is there to be verbal abuse of an individual, including shouting, screaming, and the use of profanity.



RISK MANAGEMENT of MEHARRY MEDICAL COLLEGE

Risk Management – Sexual Harassment Policy

It is the policy of _____ that unwelcome sexual advances, requests for sexual favors, and other sexually offensive verbal or physical contact will not be condoned or permitted, and may in fact be in violation of state and/or federal law. Nonconsensual sexual physical contact and similar acts are a crime, and you are required to immediately report any such incidents to local law enforcement authorities in

addition to _____.

The organization will not tolerate nor condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions that are demeaning to any person, which would constitute Sexual Harassment in any form.



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Keep the above policies for your records, and return this signed page to the **Office of Student Life**.

By signing below, I agree that I have received and read Meharry Medical College policies regarding Risk Management. I agree as a prospective member, member or affiliate of the Meharry Medical College _____

Chapter of _____ that I will abide by these policies.

Signed: _____

Printed: _____

Date: _____