



Pi Beta Phi Policy and Position Statements

Pi Beta Phi Fraternity chapters, clubs and members are guided by the Pi Beta Phi Policy and Position Statements. The statements are binding. Grand Council formulates these policies to reflect the best interests of member and Fraternity safety, security, risk management and liability.

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Member Conduct

(2015)

Members of Pi Beta Phi are expected to conduct themselves in a manner congruent with the core values of the organization. In addition, it is the responsibility of each member to hold other members accountable to this expectation. The Fraternity's processes for member accountability are well defined, and it is the responsibility of each member to educate herself on these processes. Retaliation, bullying or the intimidation of members who report action incongruent with Pi Beta Phi core values is conduct unbecoming. Criminal or violent activities, including hazing and sexual assault, or any efforts to hide those activities or discourage the reporting of such activities, are additional examples of conduct unbecoming. Such conduct subjects a member who engages in it to the disciplinary procedures of Pi Beta Phi.

Pi Beta Phi respects the right of its members to report action incongruent with Pi Beta Phi core values. Pi Beta Phi believes victims of criminal activities are to be respected, supported and offered confidentiality to the extent possible within the organization.

Risk Management Education

(1986, 2010)

To reduce risk to our members' as well as the Fraternity's exposure to risk, the entire chapter, including new members, must be educated on all areas of risk management, work to ensure compliance in all areas, and hold members accountable for violating any policy. The chapter Executive Council shall do a yearly Risk Audit to identify areas of potential risk and develop a plan to eliminate those identified areas of risk.

The Vice President of Administration and Policy and Standards Board shall educate the entire chapter, including new members, throughout the year to ensure understanding, obligations, potential consequences, and compliance for the following:

- Federal, state, province, and local laws
- Pi Beta Phi governing documents
- Pi Beta Phi Policy and Position Statements
- Local bylaws and house/suite/lodge rules
- Campus rules and regulations

Non Discrimination

(1994, 2010, 2016)

Pi Beta Phi Fraternity does not discriminate in its membership selection practices on the basis of race, religious affiliation, national origin, physical ability or sexual orientation. Nor will Pi Beta Phi tolerate such discrimination by its chapters. Federal law recognizes the right of college social fraternities to maintain single sex membership policies. Pi Beta Phi is a women's organization for individuals who live and self-identify as women.

Sexual Harassment

(1986, 2010)

Members of Pi Beta Phi are expected to recognize the dignity and respect due to all individuals, male and female. Pi Beta Phi chapters and individual members may not plan, participate in or encourage degrading or demeaning events even if the purpose of the event may be philanthropic.

Weapons

(2011)

Possession, storage or use of firearms, guns, replicas, ammunition, explosives, fireworks, other weapons or dangerous chemicals of any kind on or in any property owned, operated or occupied by Pi Beta Phi is prohibited. Such items are prohibited at any chapter activity or event.

Controlled Substances and Drugs

(1986, 2010, 2014)

All federal, state, province laws regarding the unlawful manufacture, distribution, dispensing, possession, use, misuse or sale of, or the attempted manufacture, distribution, dispensing, or sale of controlled substances or illegal drugs, must be followed at all times.

Marijuana remains illegal under Federal law, even for medicinal use. The possession or use of marijuana, for any

purpose, on Pi Beta Phi property or at Pi Beta Phi events is prohibited. Smoking of any kind on Pi Beta Phi property is prohibited.

Inappropriate use of any prescribed medication or over the counter drugs is prohibited.

The possession of any drug-related paraphernalia on Pi Beta Phi property or at Pi Beta Phi events is prohibited.

Any proven violation of any of the above is cause for probation, dismissal or the breaking of a pledge.

The inability to exercise care for one's own safety, the safety of others or the safety of Pi Beta Phi property due in whole or in part to being under the influence of a controlled substance is cause for probation, dismissal or the breaking of a pledge.

For the purposes of this policy, Pi Beta Phi property is defined as any facility or ground owned or leased by a Pi Beta Phi chapter, Chapter House Corporation or Fraternity Housing Corporation or designated for the use of a Pi Beta Phi chapter, such as a chapter suite or university dorm floor, including university owned properties.

Hazing

(1986, 2010, 2011)

Hazing is prohibited.

Hazing is any action taken or situation created, organized or conducted regardless of intent by any new and/or initiated member of Pi Beta Phi or their agent(s) for any other individual where participation may be voluntary, forced or coerced that occurs, regardless of location, that has the potential to cause or actually results in emotional, mental or physical discomfort; illness; injury; consumption of or opportunity to consume alcohol; that may create a superior/inferior relationship between the participants; and/or may reflect unfavorably upon the individuals, chapter or Fraternity. Permission or approval by a person being hazed is not a defense.

Any chapter or individual member whose actions or attitudes are not in accord with the Fraternity's policy against hazing will be subject to disciplinary action by the chapter and/or by Grand Council. Acts of hazing may result in civil and criminal liability on the part of those individuals engaged in such activities.

Chapters and members must follow all applicable federal, state, local and province laws and university policies regarding hazing.

The elimination of hazing is the responsibility of each collegiate and alumna member of Pi Beta Phi.

Social Activities

(1986, 2010)

1. The chapter shall abide by all campus rules and regulations and all Pi Beta Phi Policy and Position Statements governing social events.
2. Before and after every social event, risk management policies should be reviewed and evaluated by the chapter Executive Council and Alumnae Advisory Committee.
3. For details of procedures regarding social events such as: responsibility of members and guests, transportation, designated driving programs, hours/closing down of events, dispensing/consumption of alcohol, safety, and other procedures, refer to the Event Planning and Management Guide under the Vice President of Event Planning in the Resource Library on the Fraternity's members-only website.

Alcohol

(1986, 2010, 2014)

All federal, state, Canadian province and local laws, all university policies and regulations regarding the possession, consumption, sale, and/or provision of alcoholic beverages by Pi Beta Phi, its chapters, alumnae organizations, initiated members and new members shall be obeyed without exception.

In addition, the following policies with regard to alcohol shall be in effect:

Resources at www.pibetaphi.org

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1. Members of legal age are expected to use alcohol responsibly. Devices used or intended for the rapid consumption of alcohol and/or participation in or encouragement of drinking games demonstrate irresponsible use of alcohol.
2. Underage drinking is illegal. Providing, buying, allowing underage members or guests alcohol is prohibited.
3. Any underage and/or intoxicated member or guest shall not be served alcohol.
4. No chapter funds may be used for the purchase of alcoholic beverages.
5. No alcohol is permitted on Pi Beta Phi property. Pi Beta Phi property includes property either owned or leased by a Pi Beta Phi chapter or Chapter House Corporation or Fraternity Housing Corporation or designated for the use of a Pi Beta Phi chapter such as a chapter suite in a university dormitory.
6. No alcoholic beverages shall be consumed at ceremonial events or related activities, any recruitment or pledging event, any philanthropic event or any required chapter event.
7. If alcohol is available at a chapter-sponsored event it may be available only to those of legal age in the state or Canadian province in which the event is held, and all applicable laws and Pi Beta Phi policies must be followed, regardless of where the event is held.
8. Alcoholic beverages must be dispensed by a third-party bartender at any chapter social event. Alumnae organizations are encouraged to contract a third-party bartender for any event at which alcoholic beverages are to be dispensed. Venues must have adequate liquor liability insurance.
9. Under no circumstances should open kegs or other common source alcohol be available.
10. Refer to Pi Beta Phi Policy Regarding BYOB.
11. Events should have limited hours for the dispensing of alcohol.
12. When chapters provide transportation to events, under no circumstances shall alcoholic beverages be consumed or transported on board the bus, van or other mode of transportation.
13. At all events where alcohol is available, there shall be ample quantities of unsalted snack foods and alternative beverages (other than water) in several locations with easy access.

Definition of Co-sponsored Chapter Social Events

(2000, 2010)

- Co-sponsorship involves a Pi Beta Phi chapter and another organization being the hosts of a social event.
- If the campus has defined the term “co-sponsor,” Pi Beta Phi chapters are expected to comply with its definition.
- If Pi Beta Phi as a chapter or its officers or individual members, acting on behalf of the chapter, participate in any way, formally or informally in planning, executing or promoting the social event, it shall be treated as being co-sponsored by the Pi Beta Phi chapter.
- If Pi Beta Phis are the only women in attendance at a social event (such as two-way party), it shall be treated as co-sponsored by Pi Beta Phi chapter.

Co-sponsored Events at Men’s Fraternity Houses

(2000, 2010)

Pi Beta Phi collegiate chapters may co-sponsor events at men’s fraternity houses, dorms, or lodges or in the yard or on the property only if those events are alcohol-free. If a university or Panhellenic policy differs from Pi Beta Phi policy, chapters are to abide by the most stringent policy.

Alcoholic Beverage Company Sponsorship of Chapter Events/Activities

(1986, 2010)

Pi Beta Phi does not sanction beer or any other alcoholic beverage company sponsorship of chapter events, activities or participation in special events, i.e., parties, philanthropic events, floats or candidate support.

BYOB Events

(2006, 2010)

Generally, Pi Beta Phi chapters are prohibited from participating in BYOB events. Only if there is a university-mandated BYOB Social Policy, may dispensation be granted on a case-by-case basis.

1. Prior to the event in question, the chapter must present the university’s printed policy to the Collegiate Regional Risk Management/Policy Specialist and Director Risk Management for review and approval.

2. For approval to be considered, the policy must state that any alcohol must be turned into and redistributed by a licensed third-party vendor rather than students.
3. In the event dispensation is granted, Pi Beta Phi members remain prohibited from having alcohol on chapter premises and/or on chapter-provided transportation to and from the event.
4. All other applicable laws and policies including underage drinking and serving intoxicated persons must be followed. In the event a particular university's policy is more restrictive than that of Pi Beta Phi, the university's policy shall govern.

Events with Men's Fraternities that have Lost University Recognition

(1999, 2010)

Pi Beta Phi prohibits chapter events held in conjunction with, co-sponsored by or at the invitation of male fraternities whose recognition has been withdrawn by the host university because of disciplinary or risk management issues.

Multi-Sponsored Parties

(1999, 2010)

A multi-sponsored party is defined as any social event co-sponsored by a Pi Beta Phi chapter and more than two other fraternity/sorority or student organization groups. These types of parties (e.g. "Four-Way," "Six-Way," etc.) are prohibited.

Open Parties

(1986, 2010)

Open parties, whether hosted or co-sponsored by the chapter, and defined as any social event, large or small, regardless of the location, where many non-members attend, usually as a result of word-of-mouth or blanket invitations through any form of media or electronic device, are prohibited.

Overnight Social Events

(1986, 1999, 2010)

Pi Beta Phi chapters are prohibited from having overnight social events.

Out-of-Town Chapter Events

(1999, 2010)

Pi Beta Phi chapters should limit their chapter events (social, sisterhood, philanthropic and retreats) to venues within their campus communities. For chapters located in areas with limited venue choices to accommodate or hold such events, approval for an out of town venue may be given after thorough discussion with AAC and Collegiate Regional Risk Management/Policy Specialist. In such cases, Pi Beta Phi transportation guidelines must be followed.

Pre- and Post-Parties

(2003, 2010, 2014)

A pre- or post- party is defined as any event or gathering of members, large or small, formal or informal where alcohol is present that takes place before or after a Pi Beta Phi sponsored, endorsed or promoted event, regardless of the location or who "hosts" the pre- or post-party.

Events include, but are not limited to, formals, dances, mixers, exchanges, date parties, any social gathering with another organization, any event that is hosted by Pi Beta Phi where members invite a guest, any event sponsored by another organization, sisterhood events, philanthropic events, Pi Beta Phi ceremonies and/or any gathering of members that gives the perception of a Pi Beta Phi sponsored or endorsed event.

Peer Monitoring at Social Events

(1996, 2010)

Pi Beta Phi supports the National Panhellenic Conference resolution expressing concern regarding mandatory peer monitoring.

Members and officers of Pi Beta Phi are not to act as agents of Pi Beta Phi, Panhellenic or the Greek community in monitoring or acting as party checkers or patrollers for any other fraternities' or sororities' social events. In accordance with Pi Beta Phi policies and procedures, Pi Beta Phi officers and members are expected to monitor events hosted or sponsored, including co-sponsored, by their own chapter.

A Pi Beta Phi collegian who serves as a party monitor as a result of her being a member or representative of GAMMA or other university associated programs does so as an individual. She does not do so as a member or officer having any capacity in relationship to Pi Beta Phi Fraternity.

Designated Driver Programs

(2001, 2010)

Pi Beta Phi chapters may not organize, provide or require in the name of chapter or Pi Beta Phi any form of a designated driver program. Designated driver programs include new and initiated chapter members driving members (and/or guests) to and from:

- Pi Beta Phi social events or
- Non-Pi Beta Phi social events or
- Venues where alcohol may have been served and consumed.

Social events include but are not limited to formals, dances, mixers, exchanges, date parties, any social gathering with another organization, any social event that is hosted by Pi Beta Phi where members invite a guest any social event sponsored by another organization or any event that gives the perception that it is a Pi Beta Phi event.

Transportation for such events is a bus. If a bus cannot be hired, dispensation must be granted to use an alternative form of transportation. Dispensation may be granted only after thorough investigation and discussion with AAC and approval from the Collegiate Regional Risk Management/Policy Specialist.

Emergency Procedures

(1986, 2010)

The chapter Executive Council and Alumnae Advisory Committee should know how to proceed in an emergency situation and be familiar with the Emergency Procedures under the Resource Library for each officer on the Fraternity's members-only website.

Chapter Facility Safety and Visitation

(1986, 2010, 2013, 2014)

Pi Beta Phi chapter facilities are maintained for the benefit of all members. Management of Pi Beta Phi chapter facilities should contribute to the development of a secure environment and reasonable comfort level for all residents, as well as present a positive image of Pi Beta Phi. For the purposes of the following, the terms "Pi Beta Phi chapter facilities" and "facilities" include properties that are owned or leased by the Chapter House Corporation, the Fraternity Housing Corporation, or college or university in which members of the chapter live, meet or convene and refer to as a Pi Beta Phi facility (such as, but not limited to chapter houses, chapter dormitory floors, chapter suites and chapter lodges).

Each Chapter House Corporation and the Fraternity Housing Corporation shall maintain safe facilities for members and guests and conform to recommended safety practices, local zoning and safety codes, insurance underwriter requirements, local house rules and bylaws.

Chapters with facilities shall:

- keep facilities securely locked at all times, and
- provide for members a schedule of acceptable hours for entrance to and exit from chapter facilities during late night and pre-dawn hours, and
- limit male visitation privileges to the public areas of the chapter facilities, and limit the hours of visitation, and
- develop rules for hosting overnight guests at chapter facilities which include an outline of clear visitation privileges (such as spaces a guest may/may not occupy), and
- require members to notify the House Director of any overnight guests, and
- prohibit smoking and/or use of e-cigarettes in Pi Beta Phi facilities, and
- prohibit the use and/or possession of alcohol and illegal drugs in Pi Beta Phi facilities.

All expectations and rules for use of Pi Beta Phi facilities outlined above extend to the entire Pi Beta Phi property, including all grounds and parking lot, as well as any storage units rented or maintained for use by the chapter.

Each Chapter House Corporation and the Fraternity Housing Corporation must be aware of proper procedures for the hiring and releasing of their employees.

All chapters shall keep the safety of initiated members, new members and guests as top priority at all times. Chapters shall educate members and ensure compliance with all rules, laws and policies.

- Live flame candles shall never be used for meetings, decorative effect in recruitment, meal settings, sleeping quarters, or at any other situation in a chapter facility, nor in official ceremonies in a chapter or other facility where Pi Beta Phi events or ceremonies may be held. The only exception is for the occasion of a candle passing and then only with a working accessible fire extinguisher present may a live flame candle be used.
- White battery-operated handheld flashlight “candles” and battery-operated “tapers” purchased from Headquarters shall be used for all ceremonies and meetings.
- All fire extinguishers shall be inspected at least once each term or as recommended by the manufacturer or local or campus fire marshal.
- Chapters shall follow the safety rules of chapter facilities and/or other venues in which the chapter is convening.

Animals

(2014)

Animals are prohibited at any chapter event (including co-sponsored) for any purpose. Service animals for a disability or medical reason are an exception. Exceptions may be granted by Grand Vice President Finance.

Animals are prohibited from chapter facilities except when a member may require a service animal for a disability or medical reasons. A request for a service animal must be approved by AAC and CRD after consultation with CHC/FHC, after careful consideration of the guidelines and recommendations found in the Vice President of Housing Manual.

House Directors are prohibited from keeping animals as pets in chapter facilities. Exceptions may be granted by the Fraternity Housing Corporation.

Associate Membership Relationships with Men or Men’s Fraternities

(1986, 2010, 2011)

Pi Beta Phi is a women’s organization and any chapter programming or activities of individual members that could compromise the integrity of its single-sex status are contrary to the purpose and intent of the Fraternity.

Prohibited activities include, but are not limited to, any male participation in chapter programming that promotes a category of association for men * with Pi Beta Phi (“Arrowmen,” “Brothers,” “sweethearts”); or chapter or individual member involvement in activities that imply the Pi Beta Phi member or chapter holds a special category or type of association for female students with a men’s fraternity (“little sisters,” “sweethearts”).

Pi Beta Phi membership is restricted to females, therefore “Arrowmen,” “big brothers,” “sweethearts,” or any similar designation for men, is prohibited. Men may not be considered associates of the chapter nor may any ceremonies be conducted for men leading them to believe they hold a special category or type of association with the chapter or Fraternity. Men may not attend any Pi Beta Phi chapter meetings or ceremonial events. Men may not be included in the chapter composite picture or on any chapter website or social network that identifies them as associate members, “Brothers,” “Arrowmen” or signifying they have any other special relationship.

Similarly, Pi Beta Phi members may not participate in any activities that imply they hold a special category or type of association with a men’s fraternity. Members may not participate in men’s fraternity recruitment events or big brother events nor may they be participants in or be members of a little sister program. This includes participation as a “sweetheart” or other such designation by a men’s fraternity.

Parents' Clubs

(2014)

Pi Beta Phi Fraternity does not formally recognize nor endorse Parents' Clubs. The Fraternity has no role in the organization or operation of Parents' Clubs. Parents' Clubs hold no official or legal capacity within Pi Beta Phi, its chapters, its alumnae organizations or its Chapter House Corporations (CHC).

Parents' Clubs must comply with all applicable federal, state/province and local laws, including all established financial regulations.

Parents' Clubs may not utilize "Pi Beta Phi" or any chapter designation or terms associated with Pi Beta Phi in the name of the organization. The use of Pi Beta Phi marks or symbols are a violation of Pi Beta Phi trademarks.

Parents' Clubs may have no role or involvement in any chapter business, including membership selection or facility management.

Should chapter members choose to attend an event hosted by a Parents' Club, the event must comply with all Pi Beta Phi policies and event planning and management guidelines.

Publicity

(1986, 2010)

Fraternity Headquarters Marketing/Communication department must be contacted for review of publicity requests and approval must be granted in writing by the Grand Vice President of Communications for the following:

- Any publication printed, issued or circulated to non-members in the name or interest of Pi Beta Phi.
- Publicity in any national or international publication.
- Participation in films, radio and/or television programs.
- Any releases or interviews not related to chapter or individual honors, philanthropic or service activities.

Member Referencing Pi Beta Phi in Media, E-Communications

(2005, 2010)

While Pi Beta Phi recognizes the right to free expression, it is an expectation that a member will not use or associate herself in any media or electronic communication with the name, symbols or chapters of Pi Beta Phi in a manner that is in conflict with the Fraternity core values.

Examples that are inconsistent with Fraternity values include, but are not limited to

- Illegal drug references
- Alcohol references if underage
- Prejudiced/discriminatory speech of any kind
- Reference to any other illegal behavior
- Lewd photographs or language
- Any language that libels another individual or group

Electronic Device Use in Chapter Meetings

(2007, 2010, 2014)

Members are permitted to have electronic devices, such as cell phones, laptops and tablets, in their possession during chapter meetings and membership selection; however, they must be turned off and secured out of sight.

An exception is granted to the Chapter President and an AAC advisor, who should have their phones on vibrate for general emergency preparedness or Panhellenic communication during recruitment. Laptops or tablets are permitted for officers or members who may be using the device as a part of official chapter duties.

Audio recording, digital/film recording or the capturing of visual images during a chapter meeting is strictly prohibited.

Internal Chapter Affairs

(1986, 2010)

Pi Beta Phi exists to provide a meaningful experience for its members during college and to cooperate with the host institution as a recognized student organization.

Pi Beta Phi believes the confidentiality of chapter business and the rights to privacy of each of its members should be protected. Pi Beta Phi is capable of handling its own internal affairs and has a support system of trained volunteer and professional staff to work with a chapter when improvement is necessary in any area of chapter life.

Sharing of chapter membership, leadership or judicial procedures or other internal concerns with other than officers of the Fraternity is limited without input and consultation from the Grand President.

Reference to Fraternity Ritual

(1986, 2010)

Pi Beta Phi Ritual and Ceremonies are private. Any reference to them by members in either a complete or abbreviated form, or any written or verbal communication outside the fraternity, diminishes their significance to all members of the fraternity and is prohibited.

Alumnae Involvement in the Collegiate Recruitment Process

(2014)

Alumnae in good standing are afforded the privilege of submitting a Recruitment Information Form (RIF) or a personal letter of recommendation on behalf of a Potential New Member.

During the period of recruitment activity, there shall be limited contact between collegians and alumnae:

- Alumnae may not assist with nor be present for recruitment activities with the exception of AAC members, visiting Fraternity officers and staff (including Leadership Development Consultants).
- Alumnae members may not contact collegiate members during recruitment to discuss recruitment progress or the status of a Potential New Member. If such contact occurs, a chapter must immediately inform their Collegiate Regional Membership Specialist immediately.
- Any AAC member with a legacy participating in recruitment activities as a Potential New Member should excuse herself from recruitment activities.
- Alumnae are expected to refrain from presenting gifts to a collegiate chapter or members of the chapter on behalf of any Potential New Member(s). Chapters may not accept gifts known to be sent with the intent of influencing chapter opinion of any Potential New Member(s).
- No alumnae, with the exception of two members of AAC and any visiting Fraternity officers or staff (including Leadership Development Consultants), may be present during a membership selection meeting. All membership selection discussions are confidential. No information shared as part of membership selection may be provided to alumnae.

Exceptions to any of the above may be granted by the Grand Vice President Membership.

For the purposes of this policy, the period of recruitment activity concludes at the time when potential new members are issued an invitation to membership.

Parent/Guardian Involvement in the Recruitment Process

(2014)

Parents/guardians of current or Potential New Members may not assist with nor be present for any recruitment activities.

During the period of recruitment activity, there shall be no contact between collegians and parents/guardians of Potential New Members.

Parents/guardians are expected to refrain from presenting gifts in an effort to influence chapter opinion of any potential new member(s) to the chapter or members of the chapter. Chapters may not accept gifts known to be sent with the intent of influencing chapter opinion of any Potential New Member(s).

For the purposes of this policy, the period of recruitment activity concludes at the time when Potential New Members are issued an invitation to membership.