



***ZeteForward* Guide**



What is *ZeteForward*? While we describe it as a “campaign”, it is much more than that.

It is an across-the-board effort to improve how we manage risky behaviors that can harm the Zeta Psi brand. Ultimately it will improve the health and safety of members and guests by promoting better management of events, better recognition and avoidance of sexual misconduct and avoidance of hazing and implementing more timely and consistent discipline when chapters or individuals stray from our standards.

Background:

The challenge of making needed improvements is not unique to Zeta Psi. Fraternities are often their own worst enemies. For example, think about the recent national press coverage of an alleged hazing death at Penn State, the racist songs on a bus by a University of Oklahoma fraternity. While we may correctly claim that these are outliers, these are the incidents reported by the press and seen worldwide.

Even Zeta Psi has experienced tragic accidents. A death in one of our chapters in 2015 led to a major legal settlement and we have had claims across two countries and four time zones. We've lost Zeta Psi chapters due to risk management concerns. The common denominator for claims is excess alcohol.

While Zeta Psi has been implementing our *ZeteForward* program, the fraternity world has continued to be rocked by tragic deaths and injuries. Fortunately, none were related to Zeta Psi, but the behaviors that caused them could have happened at Zeta Psi. We know that members do make mistakes as evidenced by the suspension of several chapters for risk management violations. In 2018, our Penn State chapter was revoked for four years after an incident with forced alcohol consumption of new members. It is our profound hope that every member learns from the mistakes made inside Zeta Psi and elsewhere and does not to repeat them.

ZeteForward Action Plan:

We are in the final stages of *ZeteForward* implementation. The chapters have done a great job so far, limiting our claims in the last two years. We still require a lot of effort by our undergraduate and elder leaders to make our fraternity safer for its members, new members, and guests.. If we are claim free over the next couple of years, we will successfully lower our insurance rates, one of the primary aims of *ZeteForward*.

During the 2017-2018 Academic year, Zeta Psi staff noticed that our event management policies were lacking the ability to properly control risk at our events. IHQ Staff is going to be working on this throughout the course of this year with the students and new policies will be continually updated.

Our IHQ also sees too much variation from year to year in new member programs – and sometimes those changes aren't the right ones. We hope to work with our chapters to document what is working and to replace or eliminate what isn't. Many Zeta Psi chapters have reduced the length of the new member period and re-considered what new members need to know and do to become initiated members. IHQ will support these efforts and help document them so that the work done in the chapters gets transitioned more effectively from year to year.

This is a partnership between the Chapter, IHQ, Elder Association, Housing Corporations, the local communities, chapters of other Fraternities and Universities. Please partner with different student organizations, and these partners to best take care of your brothers, your guests and your local community.

Steps Completed:

- 1) Risk Management Policy: The current policy was passed in 2017 It will be continually updated to reflect best practices in risk reduction. Please see FIPG guidelines on 3rd party vendors and BYOB events. The Risk Management Policy is attached as Appendix A.
- 2) Sexual Misconduct Prevention: A proactive pledge supporting the avoidance of sexual misconduct was developed with input from undergraduates and university professionals. The pledge is attached as Appendix B.
- 3) **Duty to Report:** The Risk Management Policy requires all members to report violations. The policy includes appropriate escalation of reporting, and an anonymous web-based or phone supported “Hotline.”
- 4) **Duty to Care:** Explicit requirements for proactive steps are now included in the Risk Management Policy. An amnesty provision from Zeta Psi disciplinary actions encourages the calling of 911 and other emergency services.
- 5) **Implemented the Alcohol Waiver Program:** Chapters select how they will use alcohol each academic year. Cost, training and requirements are based on what level is chosen

Under the Alcohol Waiver program, alcohol is permitted on Zete premises only after the chapter successfully applies for a “waiver.”

- a. The waiver levels gradually build from a dry house, to a level that allow events (within Risk Management procedural guidelines) of beer, wine and even hard alcohol. The waiver requirements emphasize issues within every chapter’s control, including ongoing education and signed commitments by members.
- b. Chapters electing to be dry may apply for event specific waivers three times per year without incurring the fee variance described in the next paragraph. Conformity with all other risk management event guidelines is still expected.
- c. Depending on the alcohol waiver level, insurance rates will reflect the relative degree of risk being taken. This parallels the other insurance modifiers that are already in effect so that every chapter can influence whether it pays more or less than the average insurance premium.
- d. Chapters that misuse these privileges lose their waiver and will be required to pay a substantial financial penalty (3X more than it would have cost to apply for the appropriate waiver in the first place.)

Next Steps:

While many undergraduate leaders have embraced the need for the changes being implemented in *ZeteForward*, many members are still approaching the problem from the point of view of how best to avoid “sanctions.” The better approach is **“how can we be the best on our respective campuses?”** How can our brand and reputation be enhanced? How can we earn the trust and respect of all campus constituents—our Elders, other fraternities, sororities, parents, campus administration, and law enforcement? Success will require energy and commitment from actives, and elders.

A huge part of this program comes down to each individual member being responsible for their choices and learning how to effectively confront someone that is crossing the line. Zeta Psi exists on college campuses and is in many cases formally recognized by these host institutions. Chapters are strongly encouraged to utilize the campus resources to help make their campuses healthier and safer. Our leaders should be encouraging our members to attend workshops and programs on preventing alcohol and drug misuse, stopping sexual misconduct, hazing, and effective event management. The members that have these experiences should be encouraged to share what they have learned and to apply it at the chapter.

It starts with the values of the organization from our mission statement and the promises we make to each other upon initiation. These are implemented on the ground through written policy. The Risk Management Policy and the Sexual Misconduct Prevention Pledge are an integral part of the *ZeteForward* program. Undergraduate local leadership – elected officers and rank and file members together – then make decisions. We commend chapters that make good ones and we unfortunately sanction, and sometimes even close chapters that don't.

Zeta Psi Educational Foundation offers the Leadership Training Institute program and the faculty frequently teach programs on how to effectively change your community for the better. These programs are recommended for every chapter – and chapters that attend and complete Zeta Psi educational programming – RML101, Regional LTI, Kirby President's Conference, and the Convention LTI -- receive discounts on their insurance premium the following year – because the evidence suggests that chapters that attend these programs are in fact operated more safely.

Finally, partner with other organizations that advance our health and safety initiatives. In August 2018, Zeta Psi became a global partner with the OneLove Foundation. Information about how to engage with OneLove is included in this Guide. Please take advantage of these outstanding resources and help them raise awareness about healthy relationships by selecting OneLove as a philanthropic partner.



ZETA PSI FRATERNITY, Inc.
Risk Management Policy

Zeta Psi wishes to provide for the health and safety of its members and guests. These policies provide the minimum expectations established by International Fraternity and were approved by the Board of Delegates of the Grand Chapter, meeting in Convention, on August 20, 2016. On February 6, 2017, the Executive Committee modified the policy to bring Zeta Psi into better alignment with the updated recommendations of the Fraternal Information and Programming Group Guidelines approved in January 2017. Chapters are expected to follow these policies and to use good sense and planning at all times to ensure the health and safety of our members, prospective new members, and guests.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. [Effective September 1, 2017] Alcohol will not be permitted on Zeta Psi premises unless the chapter has applied for permission to do so and that right has been granted by the Executive Director.
3. Chapter Funds may not be used to purchase alcoholic beverages under any circumstances.
4. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
5. Chapters and Members are prohibited from selling alcohol, illegal drugs, and any other controlled substance.
6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of these guidelines, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of these guidelines.
7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in these guidelines.
9. OPEN PARTIES, meaning those with access by non-members of the fraternity, without specific invitation, are banned.
10. No alcohol shall be present at any candidate/new member program or activity of the chapter including the initiation ceremony.

HAZING

All new member activities are to be in keeping with the Honor Campaign. Hazing is illegal and forbidden in all circumstances. Hazing activities are defined as any action taken or situation created, intentionally or unintentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. In all cases, care must be given to comply with local, state, provincial, and national laws.

SEXUAL ABUSE

The fraternity will not tolerate or condone any form of sexually abusive behavior of any kind by any of its members, whether physical, mental or emotional. Men associated with Zeta Psi are expected to behave in a way that upholds a high standard of integrity and respect. Mutual consent is absolutely required when engaging in conduct that is sexual in nature. Intoxication to the point of incapacitation obviates the ability to consent.

Zeta Psi Chapters and Members are required to abide by [Zeta Psi's Pledge on Sexual Misconduct Prevention](#).

FIRE, HEALTH AND SAFETY

1. All chapter houses shall, prior to, during, and following occupancy, meet all local fire and health codes and standards and shall comply with engineering recommendations as reported by the insurance company, government or University.
2. All chapters must have posted evacuation routes from chapter houses, common areas and sleeping rooms posted in said area and on the back of the door of each sleeping room.
3. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.
4. For travel to any fraternity event, the chapter shall only use an insured, licensed transportation company for any vehicle larger than a minivan.
5. No pets of any kind are allowed on fraternity premises.
6. Chapters are prohibited from sponsoring, on or off fraternity premises "water events." These would include the use of any self-constructed or kiddie pool, ice rink, slip n slide, or mud bowl for any purpose.

DUTY TO REPORT

All members of Zeta Psi are required to report any violations or possible future violations of these policies to the Active and/or Elder Chapter President or designee. It is unacceptable to obstruct or attempt to prevent any member from making a report. If the concerns are not addressed, the member is required to escalate the matter by making a report to the Grand Chapter's Zeta Psi Compliance Hotline at <http://zetapsi.ethicspoint.com>. All injuries and potential claims must be reported through the hotline or to the IHQ directly.

DUTY TO PROVIDE CARE

In the event of an injury or potential injury, Zeta Psi members are required to provide care. The health and safety of new members, members, and guests are everyone's responsibility.

AMNESTY PROVISIONS

In carrying out the duty to provide care responsibilities, it may be appropriate to call for outside assistance from emergency services (police, fire, ambulance, etc.) In these cases, the persons initiating the call shall be considered to be operating under an amnesty provision where there will be no further Zeta Psi Disciplinary consequences dealing with the specific case.

EDUCATION

Every new member will complete the online RML101 course in their first term of membership. The Risk Management policy shall be reviewed by the IHQ staff with each chapter at least once each year. Chapter Presidents will receive detailed risk management education at the annual President's Conference (conducted in early January). Each member shall be instructed annually on the Risk Management Policy.



Sexual Misconduct Pledge

As a brother of Zeta Psi, I believe it is important to create a safe environment in which sexual misconduct is unacceptable and survivors are supported.

I will not tolerate or condone any form of sexual misconduct or abuse – whether physical, mental, or emotional.

I will hold as unacceptable any actions, activities, or events perpetrated by either an individual or a group of individuals which are demeaning to people, whether occurring online, on chapter premises, or at another location including but not limited to: verbal or sexual harassment, stalking, relationship violence, sexual assault, or sexual misconduct

I recognize that non-consensual actions of a sexual nature constitute sexual misconduct. I will safely intervene and report situations where consent has not or cannot be given and encourage my brothers to do the same.

Through active chapter education and elder chapter participation, I hope to prevent sexual misconduct and strengthen the communities in which we live.

ABOUT ONE LOVE:

One Love was founded in 2010 after Yeardley Love, a senior at the University of Virginia, varsity lacrosse player, and member of Kappa Alpha Theta, was killed by her ex-boyfriend. After her death, Yeardley's friends and family were stunned to learn that 1 in 3 women and 1 in 4 men will be in an abusive relationship in their lifetime. One Love exists because Yeardley was killed and her death was avoidable. Today, we work to ensure that everyone has information about unhealthy and abusive relationships that Yeardley, her friends, and her family did not. We want everyone to understand the difference between healthy and unhealthy relationship behaviors and have the tools to help themselves and their friends.

WHY ONE LOVE:

As Zeta Psi's preferred charitable partner for the 2018-19 school year, your chapter can not only fundraise on behalf of One Love, but also incorporate education around healthy and unhealthy relationships into your chapter programming. These workshops can meet the requirements of mandated programming around topics of healthy and unhealthy relationships, relationship abuse, bystander intervention, and consent put in place by university councils and your national organization. They fit well into programming for your individual chapter, as well as education for Interfraternity Councils (IFC)). Additionally, One Love will continue to support Zeta Psi's Leadership Training Institutes (LTIs) throughout the 2018-19 school year.

HOW TO BRING A ONE LOVE EDUCATIONAL WORKSHOP TO YOUR ZETA PSI CHAPTER:

Below are steps you can take to commit to the One Love mission.

- **Escalation Workshop:** The Escalation Workshop is a 90-minute, film-based experience that helps young people start conversations about the importance of recognizing and stigmatizing unhealthy relationship behaviors before they turn into abuse. *Escalation* follows a fictional, college-aged couple through their relationship and trained facilitators lead a follow-up conversation afterwards. One Love provides free, online facilitator training to lead the Escalation Workshop with your chapter.
- **Behind the Post Workshop:** Billions of photos are posted to social media every day, but you can't always see the big picture through the small ones, especially when it comes to unhealthy relationships. Behind the Post starts a 45-minute conversation about the impact of social media on our relationships.

Fraternity men play a critical leadership role building the One Love movement nationally, and we've established incredible partnerships with national organizations, collegiate IFCs, and individual chapters over the years. Thank you for being part of the movement to end relationship abuse by educating your chapter about healthy and unhealthy relationship behaviors.

Contact Annie Forrest, Engagement Manager for Fraternity and Sorority Partnerships, at annie.forrest@joinonelove.org to bring these discussions to your Zeta Psi fraternity chapter.

ABOUT PHILANTHROPY AND COMMUNITY FUNDRAISING:

Community fundraising is an opportunity to help the One Love mission by raising dollars that support education around healthy and unhealthy relationships. Through community fundraising, you can get involved in One Love's work in your own way – you pick the fundraiser and you pick the time!

These funds will be used not only to further One Love's educational footprint across the United States, but also to be put directly back into supporting Zeta Psi's Regional Leadership Training Institutes (LTIs). Your hard work raising funds will simultaneously impact Zeta Psi chapters on the educational front by providing high-quality, engaging workshops for members.

HOW TO BRING A ONE LOVE COMMUNITY FUNDRAISER TO YOUR ZETA PSI CHAPTER:

Below are some fundraising ideas to offer a little inspiration.

- **Poker Tournament:** Find a location to host a tournament. Ask local businesses to donate food and prizes and charge an entry fee to play.
- **Dodgeball or Kickball Tournament:** No need to tell you how to play these games. Charge an entry fee for teams and play ball.
- **Trivia Night:** Host a Trivia Night where teams compete against each other. Have prizes for winners and collect donations. You can even have teams compete in peer-to-peer fundraising to see which team can raise the most money and announce the winning team that night.
- **High Heel Run:** Recruit people to participate in a high-heel race. Find a short course, provide food, music, and a fun atmosphere and let the stilettos do the rest!
- **Puppypalooza:** Who doesn't love playing with dogs? Work with a local animal shelter to have puppies available for a cuddlefest. The dogs will get socialization and potential homes and people pay a fee to take a break from studying to cuddle with pups. Have food and music to make it a true festival atmosphere.
- **Lip Sync for Love:** Have students form teams and compete to win the Lip Sync for Love title. This is a flagship event for One Love, so be sure to connect with Shera Salgado Easter about details.
- **Create your own!** Your chapter may already have an annual event that people know is your chapter's signature philanthropy event, so don't let these other ideas stand in the way. Keep fundraising the way you have in the past and we can provide logos and marketing templates to brand for One Love.

The sky is the limit for fundraising! If you have a fundraising idea that has worked for you in the past, you should absolutely stick with that. You can choose to raise money however you want, whenever you want, and we are here to help. Contact Shera Salgado Easter, Director of Community Fundraising, at shera.salgadoeaster@joinonelove.org for any assistance with hosting and organizing your fundraiser for your Zeta Psi fraternity chapter.

RESOURCES

Please find a list of resources that you may find helpful in your efforts to implement *ZeteForward*. These links were chosen because they represent best practices in these areas – however, these resources don't alter Zeta Psi policy per se. Zeta Psi policy may be stricter or more lenient, but each member must abide by Zeta Psi policy at all times AND consider how his choices impact his own and others health and safety. Your University likely has excellent resources as well that should be consulted.

GENERAL

<http://www.holmesmurphy.com/fraternal/resources/resources-sororities-fraternities/>

<http://www.fipg.org/>

<http://fhsi.jrfco.com/>

ALCOHOL

<http://www.mayoclinic.org/diseases-conditions/alcohol-poisoning/home/ovc-20211589>

DRUGS

<http://www.mayoclinic.org/diseases-conditions/drug-addiction/basics/prevention/CON-20020970>

HAZING PREVENTION

<http://hazingprevention.org/>

<Http://onelovefoundation.org>

SEXUAL MISCONDUCT PREVENTION

<http://joinonelove.org/>

<https://www.rainn.org/>

GENERAL HEALTH & SAFETY

<http://www.ehs.ufl.edu/programs/fire/greek/drills/>

HOW TO REPORT AN INCIDENT

<http://zetapsi.ethicspoint.com>

EDUCATION

<http://zetapsi.org/lti/lti-directory/>

If this Guide is missing a link, please suggest a new one by contacting education@zetapsi.org. These will be collected and reviewed by Zeta Psi's Public Advocacy Committee and if approved added to the resource link sections.