



Document # SP-BB-007	Title: DSP-BB Behavior SOP	Print Date: 12/18/15 12:58 PM
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Effective Date: 11/2/2015	Approved By: <i>Dominic Franceschelli</i> Dominic Franceschelli Active Chapter President	Date Approved: 12/19/15
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Policy: This Procedure is intended to define behaviors that will lead to better compliance with the ideals of Delta Sigma Phi.

Purpose: The objective of the Procedure is to define and remove ambiguity from the activities expected from both active and new members of the chapter.

Scope: This procedure shall apply to all members.

Ownership: The Alumni Corporation Board President owns this procedure.

Responsibilities:

- 1) The Active Chapter Executive Board, led by the Sergeant-at-Arms shall ensure all members follow all provisions of the SOP terms.

Definitions:

- 1) ACB means Alumni Corporation Board.
- 2) Member means all active and new members of the fraternity whether living in-house or out-of-house.
- 3) Hazing, as defined by Missouri law, means a willful act, occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the



mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. Acts of hazing shall include:

- (a) Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance or forced smoking or chewing of tobacco products; or
 - (b) Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
 - (c) Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal laws of this state or the policy of the fraternity.
 - (d) Consent is not a defense to hazing.
 - (e) The offense of hazing is a class A misdemeanor, unless the act creates a substantial risk to the life of the student or prospective member, in which case it is a class D felony.
- 4) Hazing, as defined by the University of Missouri, has 3 categories:
- a) Subtle - Behaviors that emphasize a power imbalance between new members and active or existing members.
 - b) Harassment - Behaviors that confuse, frustrate, and/or cause undue stress to some members are considered harassment hazing.
 - c) Violent. - Behaviors that have the potential to cause physical and/or emotional harm.

Procedure:

A. PROCESS

- a) There is no specific process to be followed in this SOP.

B. PROVISIONS

1. Alcohol, Drug & Fire Policy

- a. Members of the e-board will conduct room checks in the evening once a week on a random day. ACB members may conduct additional room checks when warranted.
- b. If someone is seen in the house with alcohol, open flame or device with a heating element, the observing Member should immediately report this to an ACB or E-board member.



- c. Anyone in possession of alcohol, open flame or device with a heating element will receive a \$100 fine or \$10 an hour community service fine, until 10 hours of community service is completed.
 1. This is an attempt to make a meaningful impact on both sides of the sanction, benefitting the community and educating the member rather than collecting arbitrary fines.
 2. Community service shall be at the Humane Society, Red Cross, Big Brothers, Big Sisters, or somewhere else as approved by the Executive Board or the ACB.
- d. Second time alcohol, open flame or device with a heating element offenders will have the fines doubled. Community service will not be an option.
- e. Third time alcohol, open flame or device with a heating element offenders will be reported to the ACB for expulsion.
- f. Using or having any type of drug (with the exception of over-the-counter medications) in the house, without a valid physician's prescription, will result in an immediate report to the ACB for expulsion.

2. Cleaning Policy

- a. Every in-house Member house will be tasked with some sort of chore.
- b. The chore shall be completed before dinner in order to be checked for completion.
- c. Failure to clean the designated area will result in a \$30 fine.

3. Improving the culture of the Fraternity

- a. At the close of the 2016 Spring semester, every in-house Member will have the option to move out of the house. Those who do so without having lived in the house for four semesters will forfeit their housing deposits.
- b. If a Member chooses to move out, he will be referred to the ACB for a hearing to see if he will be expelled, placed on suspension, or allowed to remain an active member. Upon graduation, members placed on suspension will be granted alumni status.
- c. This is intended to allow members who refuse to behave consistently in accordance the culture of Delta Sigma Phi, and would likely be removed by a formal review, to clear the path for the members who believe in the Fraternity and support a change to do what needs to be done.

4. Hazing

- a. The ACB, National Fraternity, university, and state will not tolerate hazing in any form as described in the Definitions above.
- b. Any member engaging in activity described in Definitions paragraph 3(a), 3(b), 4(b) or 4(c) will be subject to immediate expulsion.



- c. Any member with knowledge of activity described in Definitions paragraph 3(a), 3(b), 4(b) or 4(c) who fails to report such activity within the minimum practical time, not to exceed 12 hours, shall be subject to immediate Social Suspension as defined in SOP-006. In addition, fines will be imposed depending on the severity of the offense.
- d. Any member engaging in activity described in Definitions paragraph 3(c) or 4(a) shall be brought before the ACB or e-board for a suspension or expulsion hearing. In addition, fines will be imposed depending on the severity of the offense.

C. REMEDIAL ACTIONS

- 1) Remedial actions are described in Section B.

E. AFTER ACTION REPORT:

- 1) Within one week of the end of each semester, the Active Chapter President shall arrange a teleconference or meeting with the Chapter Advisor and a minimum of three (3) ACB members. During that teleconference, a written log of lessons learned regarding this Procedure shall be created and used to further improve this process.
- 2) The Active Chapter President shall publish the After Action Report within 30 days.



EFFECTIVENESS CRITERIA:

- All Members have followed this procedure.

SCHEDULE:

- Schedule information is imbedded in the text of this SOP.

REVISION HISTORY:

Revision	Date	Description of changes	Requested By
0.0	[Date]	Initial Release	
1.0	10/10/18		