



Risk Management Policy

Purpose: The purpose of this document is to provide guidelines on maintaining a risk-averse chapter of Alpha Phi Omega. It is meant to be a living document of policies on potentially risky behaviors that could put the chapter of Alpha Beta Xi in jeopardy. All policies herein have been adapted from policies set forth by the national office of Alpha Phi Omega, Region II, Section 89, and the campus of SUNY Geneseo. To that end they have also been tailored to the specific needs of the Alpha Beta Xi chapter in order to maintain full compliance.

This document will act as an Amendment to the Chapter Bylaws. As such this policy should be updated on the same basis as the Bylaws. Likewise, this document is an extension of both National Bylaws and SUNY Geneseo campus regulations. Any policy or regulation not included within this document that is set forth by either National Bylaws or the policies of SUNY Geneseo should be followed indefinitely – it is the responsibility of each member or affiliate of this chapter to be aware of those policies not laid out in this document. Should any conflict arise between policies, under all circumstances SUNY Geneseo policies will supersede both this document and National Bylaws.

****For your reference, the national policies of Alpha Phi Omega can be found on the national website – www.apo.org**

Article I – Hazing

Hazing will not be tolerated in any form by anyone affiliated with this fraternal organization and its members – this is in accordance with both SUNY Geneseo campus regulations as well as New York State Law. Hazing is defined as: “Any action taken or situation created, intentionally, whether on or off fraternity premises or during fraternity functions, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcoholic beverages; paddling in any form; branding; creation of excessive fatigue, physical or psychological shocks; quests; treasure hunts; scavenger hunts, road trips; or any other such activities carried on in the name of the fraternity; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution and local, state and federal laws.” -- National Office Standard Policy of Risk Management

All affiliates of the Alpha Beta Xi Chapter are expected to abide by these strict guidelines of hazing and no deviation from them will be tolerated. Any violations will result in immediate suspension of membership rights until further investigation.

Article II – Sexual Misconduct and Abuse/Discrimination

The Alpha Beta Xi Chapter and the national office of Alpha Phi Omega will not tolerate or condone any form of sexual misconduct, whether it be in the form of domestic/relationship violence, rape, sexual violence, sexual exploitation, sexual harassment, or sexual assault. Harmful actions of sexual nature including, but not limited to, verbal, mental, or physical violence, and harassment will not be tolerated or condoned.

The Alpha Beta Xi Chapter and the national office of Alpha Phi Omega will not tolerate or condone any form of discriminatory behavior on the part of its members for any reason , including but not limited to biological sex, race, ethnicity, physical, mental, or emotional disability, age, marital status, sexual orientation, gender identity, gender expression, or religious affiliation. Harmful actions including but not limited to verbal, mental or physical violence, harassment, or exclusion will not be tolerated or condoned.

Article III – Health and Safety

All reasonable effort should be made to ensure that the health and safety and all members and affiliates are taken into account during sponsored fraternal activities, or when one can be identified in that moment as a brother Alpha Phi Omega. This includes providing proper protection (ear, eye, etc.) if needed, as well as ensuring the proper training on any equipment necessary for the activity. If the event warrants the need, all members and affiliates should be instructed on the possible risks and hazards associated with the activity at hand before participation can occur – the chapter should also make all reasonable efforts to reduce possible risks and keep its members and affiliates out of harm's way during sanctioned fraternity events.

The chapter should also ensure that an approved first aid kit is present at all events off the campus of SUNY Geneseo, as well as a properly trained person to provide first aid (where possible), in which members or affiliates of the chapter are participating in as an official representative of Alpha Phi Omega.

Article IV – Personal Property

The use of any personal property during an event sanctioned by this fraternity is strictly voluntary – Alpha Phi Omega assumes no liability due to loss, damage, or misuse of personal property during fraternity activities. Personal property can be used at your own risk.

Article V – Transportation/vehicles

Any brother or affiliate of Alpha Phi Omega who uses a vehicle in conjunction with fraternity activities shall do so on a voluntary basis. Whoever is operating the vehicle, whether it is the owner or another member or affiliate of this chapter, is expected to abide by all applicable traffic laws as well as state laws concerning insurance and consumption of alcoholic beverages. Alpha Phi Omega assumes no responsibility for the violation of said applicable laws – nor will it assume any responsibility for the operation of a vehicle by an unlicensed driver during fraternity activities.

Should the need arise, a rental vehicle procured for use during fraternity activities should be operated by a responsible, licensed driver. Said driver is expected to obey all tenants of the rental contract as well as applicable state and traffic laws.

Use of any personal vehicle during fraternity events shall be strictly voluntary and is the sole responsibility of the vehicle owner/operator. Alpha Phi Omega will assume no liability for any personal vehicle used during fraternity activities, nor will it be responsible for any damage or destruction that occurs therein.

Article VI – Name and Representation

All use and representation of the names “Alpha Phi Omega” and “Alpha Beta Xi” by any member or affiliate of this chapter should only be done with express consent from executive members of this chapter. No member or affiliate of this chapter should enter into any contractual agreement under the names of “Alpha Phi Omega” or “Alpha Beta Xi” unless proper approval has been given.

While wearing letters representing this fraternity all members and affiliates should conduct themselves as they are expected to at fraternity sanctioned activities – all applicable rules and regulations apply.

This chapter shall not be associated directly with any political party or candidate in any way that might display favoritism or political bias on the part of this chapter and its members. Nor will the chapter make any contributions to any fund designated for the use of by any political party or its members. This chapter strives to serve all mankind and as such must remain neutral in its efforts.

Article VII – Alcohol and Drugs (Substance Abuse)

The consumption, use, sale or possession of any alcoholic beverages or illegal drugs/drug paraphernalia, regardless of the age of the possessor (i.e. the possessor is over the age of 21), is strictly forbidden at any event sanctioned by the fraternity of this chapter as well as any event or activity in which members or affiliates of this chapter can easily be identified as such.

Furthermore, it is strictly forbidden to be under the influence of any of the aforementioned substances at any event sanctioned by the fraternity of this chapter as well as any event or activity in which members or affiliates of this chapter can easily be identified as such or observers can identify as an association with this fraternity or the chapter of Alpha Beta Xi. Any situation or event endorsed by this chapter shall be in compliance with all laws, policies and procedures as laid out by federal, state, local, National Office, and SUNY Geneseo officials.

In accordance with national policy, this chapter will not condone the consumption, use, sale or possession of alcohol or illegal drugs/drug paraphernalia, regardless of the age of the possessor, during pledging activities or any education activities for new members. Furthermore, no brother shall invite a New Member to an unsanctioned event where alcohol is being consumed in the name of Alpha Phi Omega or with the implication that this unsanctioned event is part of the educational activities of the fraternity.

Furthermore, it is strictly forbidden to be under the influence of any of the aforementioned substances during pledging activities or any educational activities for new members. Nor will it condone such activities by any member or affiliate while wearing letters representing this fraternity or chapter at an unsanctioned event.

A member shall not associate their membership status within Alpha Phi Omega with such unsanctioned events that may involve other brothers of the fraternity. Association with an unsanctioned event or identification as a member or affiliate of the chapter can be established through, but is not limited to the following:

- Promoting or discussing such unsanctioned events at official APO events
- Labeling the gathering as an “APO party”
- Publicly using the term “big” “little” or “brother” or any other term referring to an individual member’s status within APO at such unsanctioned events
- Documentation of anything relating to Alpha Phi Omega in any article related to the unsanctioned gathering

Also, in accordance with national policies no member or affiliate of this chapter shall take part in any of the aforementioned activities (consumption, use, sale, or possession of any alcoholic beverages or drugs/drug paraphernalia of an illegal nature) during a sectional, regional, or national conference of Alpha Phi Omega or any such conference in which a member or affiliate represents the chapter of Alpha Beta Xi or the campus of SUNY Geneseo

Article VIII – Social Media Policy

Brothers may have a social media presence and may join, follow, fan, or like any pages or sites operated by Alpha Phi Omega’s national, regional, sectional, or chapter administration at their own discretion. Any posts, messages, tweets, blogs, or other forms of communication that mention Alpha Phi Omega or link the fraternity in any way should adhere to the standards set by the National and Chapter Risk Management Policy.

In accordance with the National and Chapter Risk Management Policy, any form of online hazing or bullying conducted by or against brothers or pledges shall be handled with the same guidelines set down by Articles I and II in the Chapter Risk Management Policy.

Article IX – Open Membership Policy

This chapter abides by the strict Open Membership Policy as laid out by the national office of Alpha Phi Omega.

This policy states that all chapters must practice open membership on their respective campuses. This fraternity strongly believes that every person who has the potential to provide great service and leadership to their fellow human beings should be given the opportunity of membership in Alpha Phi Omega. As such, no potential member shall be denied this opportunity based on race, color, ethnicity, religion, national origin, sex, sexual orientation, socioeconomic status, creed or disability. This chapter will make all reasonable accommodations to ensure that each SUNY Geneseo student has the opportunity to become a member of Alpha Phi Omega if they so choose.

Article X – Procedure for Reporting and Investigating a Violation

If any brother or affiliate of Alpha Phi Omega witnesses a violation of this policy, a report must be submitted to the chapter President in writing within four weeks of the incident. This incident will be brought to the immediate attention of the chapter advisor and current executive board. Additionally, a separate report will be sent to the Section Chair. If necessary, further investigation of the incident will be conducted by the chapter President and Vice President of Membership. If at any time the President or Vice President of Membership feel as if they cannot conduct an impartial investigation, they may recuse themselves. In this case, the order of succession for the investigation would be as follows: Vice President of Service, Secretary of Records, Treasurer, New Member Educator, Membership Secretary, Service Secretary. In the event a report is brought against the President or Vice President of Membership, they must recuse themselves from the investigation. Appropriate disciplinary action will be taken in accordance with the policies of the Alpha Beta Xi chapter, the National Office, and SUNY Geneseo. Depending on the nature of the incident, the Section Chair may, at the discretion and consultation of the Executive Board, take over the investigation to keep in compliance with the policies of the National Fraternity.

Article XI – Consequences for Violating This Policy

Punishment for violation of Alpha Beta Xi chapter's policies, rules and regulations may include, but are not limited to: written or verbal warning; probation, suspension or revocation of the chapter's charter; probation, suspension or expulsion of the individuals involved from the Alpha Beta Xi chapter; possible exclusion of the individual from participating in certain events; removal from office of those chapter officers involved; removal of new member from pledging program; re-evaluation of chapter programming; or any other sanction the chapter of Alpha Beta Xi, the National Office, or SUNY Geneseo deems appropriate.

Article XII -- Education

This chapter will make all reasonable efforts to ensure that all members and affiliates of Alpha Phi Omega are aware and understand the above policies and procedures. Each member and affiliate will be expected to indicate his or her compliance and understanding of this document through signing the affirmation on the next page. Each member and affiliate is required to sign this affirmation in the fall semester of every year in which they are a brother following their pledge semester – each pledge will be educated on the Risk Management policy during their pledging process and will be required to sign the affirmation in order to continue the process. Any inactive or associate member wishing to represent this fraternity in any fashion (e.g. wearing letters) or to attend events sanctioned by this fraternity must sign and return the affirmation on the next page to the chapter president before doing so. Any violation of this policy will automatically result in a required re-education of the Risk Management Policy of the Alpha Beta Xi chapter of Alpha Phi Omega by the chapter President.