

PHI DELTA THETA AMNESTY PROGRAM

Purpose:

To offer an opportunity for any chapter that is concerned with their commitment to Phi Delta Theta's **Risk Management Policy** and wishes to seek help in developing a more positive values-based experience for their members and Phikeias in accordance with the Cardinal Principles and risk management policies of the Fraternity.

Amnesty can be defined as:

noun

1. A period during which offenders are exempt from punishment
2. A warrant granting release from punishment for an offense [syn: pardon]
3. The formal act of liberating someone

verb

1. Grant a pardon to (a group of people)

Who Can Participate?

Any chapter with a sincere interest in reform may choose to participate.

When:

The opportunity to participate in the amnesty plan is open ended. At this time, there is no "end" date.

PROGRAM DETAILS

Request to Participate:

- A. A request to participate should preferably come from the **chapter president** or any **chapter officer**. It is recommended that, at a minimum, he have the support of the chapter's executive board. Further, if the chapter membership is in agreement, this would demonstrate a strong commitment to the plan.
- B. A concerned **group of members** that are opposed to current chapter practices but lack chapter leaders willing to participate in the amnesty plan may request participation. In this scenario the outcome may result in some officers being removed from their positions and other disciplinary measures deemed appropriate.
- C. A request or report from a **single member** of the chapter would fall into the "whistle-blower" category and would **exclude** the chapter from having the opportunity to participate in the amnesty plan. Should a chapter be caught in the act of hazing, this would also **exclude** the chapter from accepting amnesty.

Contact:

A request to participate in this plan can be made in person at any of our Fraternity events, by telephone, by e-mail, or by mail. The request must be made to a General Council member or a General Headquarters staff member or facilitated by the Province President. It cannot be anonymous.

Procedure and Implementation:

1. Once a request has been made and it is confirmed as legitimate, the Director of Chapter Services or Chapter Services Coordinator will do a preliminary assessment of the situation with the member (or members) who initiated the contact. This assessment will require an honest and candid dialogue about the chapter's noncompliance with the risk management policy. Each chapter may pose unique issues and therefore this procedure will vary in execution.
2. The Province President will be contacted and notified one of his chapters has accepted amnesty. The local alumni, namely the Chapter Advisory Board Chairman will be contacted by the Province President.
3. A visit may be made to the Chapter to discuss the expectations of participation in this plan with all the members (including Phikeias).
4. In the event of hazing amnesty, the chapter will be committed to following Phi Delta Theta General Headquarters Phikeia Education Program. New Phikeia program activities will come from the Phikeia Educator's Facilitation Guide. Each Phikeia Education program will adopt the program and learn local chapter and school history.
5. In the event of amnesty to other violations of the Risk Management Policy, a custom plan will be developed by the Chapter Service Coordinator, Province President, Chapter, and university official to provide the chapter with necessary tools and support to change the chapter's alcohol culture and promote self-accountability.
6. Once the chapter has accepted amnesty, all Risk Management violations must stop. A retreat may be necessary to create the new education program. Ideally, creation of the program should be done with an undergraduate committee facilitated by General Headquarters staff and/or the Province President. This committee should represent an appropriate cross-section of chapter members.
7. Unfortunately, some chapters may incur resistance from some members. Should this occur, individual member interviews may be necessary to identify, and possibly remove, those members who become a roadblock to the chapter's success by not agreeing to the new education program and other necessary changes.

Additional Input:

The General Council and the General Headquarters Staff recognize the issues involving alcohol, hazing, and other conduct issues on a college campus. We are continually searching for new ideas and activities that are positive and work well within the college environment. If anyone feels they can offer something for others to potentially use, please contact the General Headquarters staff or your Leadership Consultant.

Resource: <http://phide.it/riskpolicies>