



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.

EXECUTION FLOW:

PHASE 1 1-3 WEEKS

- Chapter requests to participate
- Chapter accepts amnesty; constituents and entire chapter notified
- Once accepted, all violations of risk management policies must stop immediately

PHASE 2 1-2 WEEKS

- Amnesty process and timeline is explained to chapter
- Chapter Operations Assessment is administered
- Chapter action plan is developed based on above assessment

PHASE 3 2-3 SEMESTERS

- Execution of action plan takes place and is reviewed periodically
- Remote and in-person support is utilized by chapter leadership
- Interactive educational programs are presented to chapter



PHI DELTA THETA
**ANTI-HAZING
PHILOSOPHY**
★ ★ ★ ★ ★

ESTABLISHED 2000
**ALCOHOL
FREE HOUSING**
PHI DELTA THETA
★ ★ ★ ★ ★

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 measure 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 violating a risk management policy, 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 your chapters 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

policies. Each chapter may pose unique issues and therefore the procedure will vary in execution.

2. The Province President will be contacted and notified if one of his chapters has accepted amnesty. The local alumni, namely the Chapter Advisory Board Chairman, will be contacted by the Province President.
3. Upon self-accepting amnesty, the entirety of the chapter is to be notified within 48 hours of acceptance by the group of members who sought amnesty.
4. A visit may be made to the chapter to discuss the expectations of participation in this plan with all the members (including Phikeias).
5. Each chapter poses unique issues and cultural norms, therefore, regardless of the nature of the reason for amnesty, a custom action plan will be developed by the General Headquarters Chapter Services Staff, Province President, Chapter, and university official to provide the chapter with the necessary tools and support to change the chapter's culture and self-accountability. **See next page for a list of potential resources and support for a chapter in the amnesty program.**
6. Once the chapter has accepted amnesty, all Risk Management violations must stop. A retreat may be necessary to begin shifting culture towards policy adherence and self-accountability. Ideally, the retreat 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 amnesty plan and necessary cultural changes.

ADDITIONAL INPUT:

The General Council and 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.

RESOURCES

- Φ **Chapter Operations Assessment:** a cultural survey tool that seeks the anonymous feedback of each chapter member in order to better shape the overall action plan.
- Φ **Fraternal Health & Safety Initiative:** A comprehensive suite of Risk Management presentations by Phi Delta Theta's insurance broker James R. Favor Company.
- Φ **CHOICES:** A facilitated presentation to educate members on the risks of improper alcohol or illicit drug usage.
- Φ **Hazing Prevention:** A facilitated presentation to define hazing, break down myths, discuss chapter values, bystander intervention, and establish a commitment against hazing.
- Φ **Hazing Intervention:** A facilitated presentation to understand the impact of a chapter hazing incident, define hazing, discuss the role alcohol plays in hazing, discuss the legal ramifications of hazing, learn about bystander intervention, and establish a commitment against hazing.
- Φ **Taking a Stand: Preventing Sexual Misconduct on Campus:** A facilitated presentation challenging chapter members to recognize the warning signs of and best practices on how to intervene in a situation where sexual misconduct may occur.
- Φ **Be Your Brother's Keeper:** Interactive course that helps each member develop strategies and skills for taking action to prevent others from causing harm to themselves or others.
- Φ **Chapter Strategic Planning:** Nine-step interactive process that will streamline planning for your chapter. In this instance, the planning will be focused on the chapters struggles that led to seeking enrollment in the Amnesty Program.
- Φ **Risk Management Presentation:** An in-depth facilitated presentation on Phi Delta Theta's risk management policies.

- Φ **Stop Light Hazing Activity:** A chapter-wide presentation and activity on addressing the cultural norms of hazing that may exist in chapter.
- Φ **Why Alcohol Free Housing?:** A document that outlines the seven reasons why alcohol-free housing was implemented in 2000 and the benefits its implementation has had on the organization since then.
- Φ **Campus Based Resources:** Each campus will have unique resources on campus that may assist in cultural change. Such examples could be activities such as chapter-wide Green Dot Violence Prevention Training, It's On Us participation, conflict resolution activities, mental health education.

SUPPORT:

- Φ A General Headquarters staff member(s) within Chapter Services will work with the chapter leadership on a recurring basis, typically ranging from weekly to bi-monthly on the execution of the chapters unique action plan, this is primarily done via phone calls or a web conference such as Skype.
- Φ The Province President and Chapter Advisory Board will be kept up-to-date on the chapter's acceptance of amnesty, and depending on the uniqueness of the situation, will provide support as deemed necessary.
- Φ The appropriate university official will be kept up to date on the chapters acceptance of amnesty. It is recommended that the chapter leadership seek to meet with this official monthly during the chapters acceptance of amnesty.
- Φ *Dependent upon the nature of the amnesty, additional in person support from a General Headquarters staff member, such as the Chapter Services Coordinator, may take place.*



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