



ALCOHOL AND DRUG GUIDELINES REVIEW

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Webinar Agenda

1. Why new NIC Guidelines?
 - How are these Guidelines different than FIPG?
2. Alcohol & Drug Guidelines review
 - What about Hazing, Sexual Abuse & Harassment, and Fire, Health & Safety sections?
3. How are the NIC member groups adopting the Guidelines?
4. How do the Guidelines impact the local IFC?
5. How does this affect other fraternal stakeholders?
 - the OFSL and our student conduct policies?
 - other councils on our campus and/or chapters that are not a part of the NIC?
 - our insurance provider?
6. Questions?



WHY NEW NIC GUIDELINES?

“Hasn’t this been tried before?”



FIPG: A Brief History

At the 1987 Fraternity Executives Association meeting in Vail, Colorado:

- Phil Josephson, FEA President, and Durward Owen, program chair, introduced, "the concept of having a uniform policy that would address the key risk management issues that had engulfed the fraternity community from aberrant behavior of undergraduate students."
- Minutes of the Vail business meeting show that a vote just on the idea of a uniform set of policies, "was introduced, debated, and approved with abstentions by some and rejection by others."



FIPG: A Brief History

Eventually the FEA Board spun off the idea and the “Fraternity Insurance Purchasing Group” was formed.

- Some national organizations joined FIPG, many others did not.
- Eventually some NPC groups joined.

An attempt to create FIRMA, “a risk retention group” that would allow FIPG members to “have its own captive insurance company” eventually failed.

- Not enough member groups were joining FIPG.



FIPG: A Brief History

The goal of FIPG was simple: “to create a level playing field, in regards to risk management issues, on all campuses with all fraternities belonging and adopting/enforcing the risk management policies and procedures of FIPG.”

One could argue, without the vision and leadership of Durward Owen and Phil Josephson, we wouldn't be having this conversation today.



HOW ARE THE NEW GUIDELINES DIFFERENT THAN FIPG?



**“Those who fail to learn
from history are condemned
to repeat it.”**

–Winston Churchill



- FIPG's purpose was spot on – the rollout simply was not successful.
- How do the letters FIPG relate to students today? Do they even know what they mean?



Committee

Mark Timmes

- CEO, Pi Kappa Phi

Clark Brown

- General Counsel, NIC

Lori Hart, Ph.D.

- Director of Educational Initiatives, Holmes Murphy & Associates

Archie Messersmith-Bunting

- Vice President of Campus Operations, Health and Safety, NIC

Marc Mores, CIC, CRM, CAE

- Executive Vice President, James R. Favor & Company



Committee's Charges

1. Will this guideline help keep our members and guests safe?
2. Keep it simple
3. For our members/IFCs:
 - it a policy or a procedure?
 - can it be enforced?
4. Use language today's college student understands
5. As few guidelines as possible
6. Legal review by attorneys currently defending our organizations





ALCOHOL AND DRUG GUIDELINES REVIEW



Preamble

By Sept. 1, 2019, NIC member organizations will evaluate their documents to determine if their documents are consistent with the following guidelines. As autonomous and self-governing entities, member organizations have the latitude to codify these guidelines in a way that is consistent with their organization's nomenclature, operations, programming, etc. For example, if a guideline contains an explanatory or parenthetical phrase that an organization does not need or wants to state differently, that is acceptable. Member organizations are responsible for enforcing their own policies; the NIC does not play a role in policy enforcement.



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In any activity or event sponsored or endorsed by the [chapter/organization], including those that occur on or off [organizational/chapter] premises:

NIC Guideline

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2017 FIPG Guidelines

1. ...in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity,



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2017 FIPG Guidelines

1. ...in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity,



Obey the law.

NIC Guideline

The [chapter/organization], members, and guests must comply with all federal, state, provincial, and local laws. No person under the legal drinking age may possess, consume, provide, or be provided alcoholic beverages.

2017 FIPG Guidelines

- 1a. ...should be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education...*
- 4. No members, collectively or individually, should purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).*



Illegal drugs and controlled substances

NIC Guidelines

The [chapter/organization] members, and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on [organizational/chapter] premises or at any activity or event sponsored or endorsed by the [chapter/organization].

2017 FIPG Guidelines

5. It is recommended that 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 be prohibited.



Distribution of alcoholic beverages at events

NIC Guideline

Alcoholic beverages must either be:

- a. provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.)
- b. Brought by individual members and guests through a bring your own beverage ("BYOB") system.

The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any [chapter/organization] premises or at any event, except when served by a licensed and insured third-party vendor.

2017 FIPG Guidelines

1b

...and should comply with either the BYOB or Third Party Vendor Guidelines. BYOB is defined as one (1) six-pack of 12-ounce beers or one (1) four pack of wine coolers brought by a member or guest who is legally able to consume an alcoholic beverage.



No common source

NIC Guideline

Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).

2017 FIPG Guidelines

2b. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is discouraged.



No purchase of alcohol using member/guest funds

NIC Guideline

Alcoholic beverages must not be purchased with [chapter/organizational] funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

2017 FIPG Guidelines

2a. No alcoholic beverages should be purchased through or with chapter funds nor should the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter.



Co-sponsorship of events with alcohol

NIC Guideline

A [chapter/organization] must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.

2017 FIPG Guidelines

7. No chapter should 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.



Co-sponsorship with event promoter/alcohol distributor

NIC Guideline

A [chapter/organization] must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a [chapter/organization] may rent a bar, restaurant, or other licensed and insured third-party vendor to host a [chapter/organization] event.

2017 FIPG Guidelines

6. No chapter should 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 this policy, including the use of a third party vendor and guest list. An event at which alcohol is present could be conducted or co-sponsored with a charitable organization if the event is held within the provisions of the organization and college or university policy.



Use a guest list when alcohol is present

NIC Guideline

Attendance by non-members at any event where alcohol is present must be by invitation only, and the [chapter/organization] must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the [chapter/organizational] premises or host venue.

2017 FIPG Guidelines

3.OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are not recommended. Any event with alcohol present that can or will be associated with an entity of a fraternity should require a guest list prepared 24 (twenty-four) hours in advance of the event. It is recommended that a list of those who attend be maintained for several years.



Dry recruitment and new member activities

NIC Guideline

Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.

2017 FIPG Guidelines

8a. All recruitment or rush activities associated with any chapter should be non-alcoholic.

10. No alcohol should be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother -little brother" events or activities, / "big sister -little sister" events or activities, "family" events or activities and initiation.



Rapid consumption of alcohol

NIC Guideline

The [chapter/organization], members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

2017 FIPG Guidelines

9. No organization or member or pledge, associate/new member or novice should permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.





MEMBER FRATERNITY ADOPTION



Two different conversations by Sept. 1, 2019

NIC Alcohol & Drug Guidelines

Review organizational alcohol & drug policies/procedures

- Are items in the correct place? Is it a policy, procedure, or a best practice?

Determine if any of your documents need to be updated.

- Are there any items in the 10 NIC Alcohol & Drug Guidelines missing from your organization's policies?
- Anything you need to move, add, or update?

Communicate your organizational policies to local chapters, alumni groups, and campus partners

>15% ABV policy

Each NIC member fraternity will adopt and implement a policy by Sept. 1, 2019, that prohibits the presence of alcohol products above 15% ABV in any chapter facility or at any chapter event, except when served by a licensed third-party vendor.

Chapter facilities and events outside the United States may have one additional year to achieve compliance.

Any member fraternity that does not have a business meeting between Sept. 1, 2018, and Sept. 1, 2019, will be granted a one-year extension in adoption.



HOW DO THESE IMPACT OUR LOCAL IFC?



Suggestions for IFCs

Review the IFC's alcohol and drug policies and procedures

- Print off a copy of your policies and put them side by side with the new Guidelines.
- Are items in the correct place? Is it a policy, procedure or a best practice?
- Determine if any of the IFC's policies or procedures need to be updated.

Are there any items in the 10 NIC Alcohol & Drug Guidelines not found in your IFC's policies?

- Anything you need to move, add or update?
- Does the IFC have a procedure document?

Create an educational plan

- Who are you educating? When? And by whom?
- New member education is key



What about...

- ... our OFSL policies?
- ... our student conduct policies?
- ... other councils on our campus?
- ... IFC chapters that are not part of the NIC?
- ... our insurance provider?





**NEW >15% ABV
RESOURCES**



Organization Tracker

We have compiled a resource that tracks all NIC member organizations' alcohol policies.



ALCOHOL POLICY INFORMATION

Information as of 11/27/18

CAMPUS	Start Date	Initiated by IFC	Initiated by Campus	Other	<15% ABV/No alcohol ban in IFC fraternity facilities	>15% ABV/No alcohol ban in IFC fraternity facilities and chapter premises	>15% ABV/No alcohol ban in IFC fraternity facilities (banks served by licensed/contracted TPO)	>15% ABV/No alcohol ban in IFC fraternity facilities and chapter premises (banks served by licensed/contracted TPO)	Other (information not in footnotes)	<15% ABV in private rooms of 21 year olds	Events/Initiating with <15% ABV allowed at chapter facility	Initiating with >15% ABV allowed at four-year parking lot	Alcohol events with >15% ABV limited to faculty (* with approval)	Number of events with alcohol each semester for IFC fraternities	Authority approving events with alcohol
Auburn University	05/2018	✓			✓					✓	✗	✓	✗	NA	IFC VP for RM
Columbia University	NA									✓	✗	✗	✗	10	FSL Team
Dartmouth College	09/2015		✓		✓					✓	✓	✗	✗	NA	Dir. Alcohol Mgt.
Illinois State University	01/2013		✓					*		✗	✗	✗	✗	5*	FSL Team
Iowa State University	08/2018	✓					✓	*		✓	✓	✗	✗	4	FSL Team
Kansas State University	01/2020	✓					✓			✗	✗	✗	✓	NA	IFC Div. RM
Louisiana State University	05/2018		✓				✓	*		✓	✓	✗	✓*	NA	*
Michigan State University	10/2018	✓								✗	✗	✗	✗	NA	IFC Exec Board
North Carolina State University	08/2018		✓			✓				✓	✓	✗	✗	NA	*
Oregon State University	09/2017		✓				✓			✓	✓	✗	✗	NA	NA
Penn State University Park	08/2017		✓			✓				✓	✗	✗	✓	10	F&S Compliance
San Diego State University	10/2018	✓					✓			✗	✗	✗	✗	NA	NA
Texas A&M University	01/2019	✓								✓	✓	✗	✓*	NA	Faculty Adv/FSL
UC Berkeley	11/2014	✓			✓					✓	✗	✗	✓*	10	IFC VP for RM
University of Florida	10/2018	✓			✓					✓	✗	✓	✓	NA	IFC Advision/Permit
University of Kansas	08/2016	✓				✓				✗	✗	✗	✗	NA	IFC Officers
University of Maryland, College Park	01/2018			PHA & IFC				*		✓	✓	✗	✗	NA	*
University of Michigan	01/2018	✓						*		✓	✗	✓	✓	NA	Student Leaders

The following is a list of alcoholic beverages that are commonly either greater or less than 15% ABV. However, please always check the label to ensure an item is at 15% ABV or lower.

COMMONLY BELOW 15% ABV:

- Beer (some craft beers are often above 15% ABV)
- Wine (most standard red or white wines)
- Champagne, Prosecco, Asti, Cava
- Malt Beverages (i.e. Bacardi Silver, Mike's Hard Lemonade, Zima, Smirnoff Ice, etc.)
- Cider (i.e. Angry Orchard, Stella Artois, Woodchuck, etc.)
- Hard Seltzer (i.e. White Claw, Truly, Spiked Seltzer, Barefoot Spritzer, etc.)
- Pre-Mixed items (i.e. Bud Light Ritas, Skinny Girl Margarita, ELS Iced Coffee/Iced Chocolate, etc.)
- Liqueurs (i.e. some brands of triple sec, some Schnapps [Sour Apple, Buttershots, Island Punch, Crème de Cassis])
- Sake (low alcohol and normal versions at 5-15% ABV)

COMMONLY ABOVE 15% ABV:

Note that this is not an exhaustive list (percentages are averages)

- Some Sake (undiluted versions like Genshu) (16-20% ABV)
- Some Liqueurs (i.e. Bailey's, Kahlua, Midori, etc) (17-20% ABV)
- Some Port, Sherry, and Dessert Wine (16-24% ABV)
- Brandy (40-45% ABV)
- Bourbon (51-79% ABV)
- Gin (37.% ABV)
- Rum (37-57% ABV)
- Tequila (40-50% ABV)
- Vodka (35-50% ABV)
- Whiskey (40-53% ABV)
- Cognac (40% ABV)
- Grain Alcohol (75-95% ABV)

Note: Although Four Lokos often will have an ABV that is lower than 15% ABV, they also contain caffeine and when consumed at one time can have the effects of four shots of vodka. Please discuss with your organization/campus to determine if Four Lokos are a permitted alcoholic drink.

QUESTIONS?



In summary:

- These Guidelines are the new minimum standards regarding alcohol and drugs for the NIC's 66 member groups.
- NIC member organizations have until Sept. 1, 2019
 - to ensure their organization's policies are consistent with these guidelines
 - to adopt the new >15% ABV policy
- IFCs should examine their current risk management policies and procedures and update as necessary.
- Anyone can use/adopt these guidelines.
- Education is key for success and ultimately the health and safety of our members/guests.



Educational Opportunities

Undergraduate leaders

IFC Academy at AFLV Central,
AFLV West, SEIFC, NGLA

- This is an important year for officers to be connected to other leaders
- Harm Reduction track

Fraternal Health & Safety Initiative

- In-person training
 - Learn more from James R. Favor & Company
- Open to everyone

UIFI

Professional/HQ staff

Hart Institute for
Social Event Planning

- Emory University
- July 23 and 24

Yes, you can have this PowerPoint.





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