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Risk Management Scenarios

(for use with Pledge Education Meeting Plan 3)

These scenarios are to be used with the "Applying Risk Management Activity" in Pledge Education Meeting Plan 3. The VPPE should provide the scenarios they select and the four (4) questions for the scenarios. **The text in bold for each question is information for the VPPE to facilitate the scenario.** While pledges may identify other answers, the VPPE must convey the bold points for the selected scenarios.

Individual worksheets that may be printed are included at the end of the document.

Scenario 1

The chapter is in the process of planning its annual awards banquet/formal. The event is intended to be a culmination of the chapter's year and recognizing itself and individuals for their outstanding contributions. The event is held annually at a rented banquet hall. The chapter contracts out the venue and contracts preferred vendors for security, food and beverage service, linens, etc. As part of the contract, the food and beverage service includes an open bar. The chapter is responsible for verifying and identifying chapter members' ages. During the awards presentation, one brother stands up and begins shouting lewd comments about the recipient, which is out of character. This continues throughout the presentation of awards. Later in the evening this same brother is discovered vomiting in the venue restroom. There are smell traces of alcohol in the stall. This brother has been issued a wristband indicating they are of legal drinking age, however you know they are not.

1) *What are the issues in this scenario?*
   - **Open bar (violation of Delta Sigma Pi Risk Management Policy)**
   - **Chapter members verifying and identifying ages when security has been hired (chapter member(s) have allowed their underage friends to be identified as "of age")**
   - **Brother, most likely, having too much to drink and shouting lewd comments about another brother (especially if guests are present, not the best representation of the fraternity)**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy? What are they?*
   - **Open bar**
   - **Underage consumption**
3) *What resources do you have available to assist you in managing this issue?*
   - **Utilize the hired security and vendors**
   - **Chapter Officers to address the individual**
   - **Modes of transportation to assist the brother in getting home**
   - **Local leadership (DD/RVP/Advisor) in attendance**
4) *What do you believe is the best course of action?*

Scenario 2

At dinner following initiation, the brothers decide to get together at an off-campus house to celebrate. One brother keeps providing drinks to an underage new initiate, Jamie. Jamie gets very intoxicated and two sober brothers decide to take Jamie to a bedroom in the house. Jamie is placed on their side on the bed. While lying there, Jamie vomits repeatedly onto the floor and blacks out while others continue to celebrate. Brothers who live in the house discover Jamie in the bedroom and argue about what to do in the situation. They call the chapter president, meanwhile Jamie is still vomiting and blacking out. The brothers who live in the house want to give Jaime some water and "sleep it off" so the chapter doesn't get in trouble. The chapter president, who has had some bystander intervention training from the institution, wants to take Jamie to the hospital. Despite criticism from the brothers living in the house and other members, the president takes Jamie to the hospital. The doctors explained to the chapter president, Jamie was in serious need of attention due to alcohol poisoning and could have died as a result.

1) *What are the issues in this scenario?*
   - **Most likely underage consumption since Jamie was initiated that day**
   - **Potentially hazing if Jamie did not feel they had a choice but in accepting drinks from the brother**
   - **Not getting Jamie the help needed when returning to the off-campus house**
   - **More concern about getting the chapter in trouble than helping a brother (or any individual) in need**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **Underage consumption**
   - **Hosting an initiation party**
3) *What resources do you have available to assist you in managing this issue?*
   - **Local leadership (DD/ADD/RVP/Advisor), better to let them know so they can assist you and work with you than them finding out about the incident later**
   - **Utilizing the local bar to manage the alcohol ordering of members**
   - **University/Campus safety to assist Jamie**
   - **Residence Life Staff to assist Jamie if taken back to the residence hall**
   - **Local hospital/urgent care center**
   - **Potentially an institutional Good Samaritan Policy to lessen the penalty of the chapter**
   - **The Fraternity trial process to hold brothers accountable for providing Jamie alcohol**
4) *What do you believe is the best course of action?*
   - **Above all else, if an individual is in need of medical attention, get them medical attention! The result of not getting someone help when needed may be more catastrophic than any chapter penalties.**

Scenario 3

Over the course of the term, you learn one of the brothers is regularly using illegal drugs. Other members of your chapter spotted them buying drugs and then using them at a party. While they don't "deal" the drugs, they encourage other brothers and "friends of the chapter" to try them.

1) *What are the issues in this scenario?*
   - **Use of illegal drugs**
   - **Perception of this brother "dealing"**
   - **Encouragement of others to use**
   - **"friends of the chapter" could be potential pledges and may share what they have learned about this brother and generalize it and share that with other potential pledges**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **Use of illegal drugs**
3) *What resources do you have available to assist you in managing this issue?*
   - **Local leadership (DD/ADD/RVP/Advisor)**
   - **University resources to report the illegal activity (University/Campus Security, Residence Hall Staff)**
   - **University resources to get the brother assistance (University Heath Center, Counseling Center)**
4) *What do you believe is the best course of action?*

Scenario 4

You are at a bar with your brothers. You see someone you have been wanting to date. You approach them and begin talking. You are not sure how long they have been there or how much they have had to drink. You can see they are drinking a mixed drink. You get a beer, which will be your third beer. You continue drinking and hanging out for the next two hours. You know you have had three more beers and estimate they have had about the same number of mixed drinks. They lean over to you and whisper in your ear that they want you to take them home right now and have sex. You do and you both seem to enjoy it.

1) *What are the issues in this scenario?*
   - **With alcohol involved, sexual activity may not be considered consensual (local and Federal laws as well as campus policies will apply)**
   - **If the two individuals are brothers, there may be rippling effects throughout the chapter**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **Sexual assault/misconduct if the sexual activity is not considered consensual**
3) *What resources do you have available to assist you in managing this issue?*
   - **Local leadership can assist the chapter in navigating the new relationship or potential violations**
   - **Central Office Staff can also assist in navigating the situation**
   - **If the activity is not considered consensual, there are a number of University resources such as a Women's Center, LGBTQ*A Center, Counseling Center, University/Campus Safety**
4) *What do you believe is the best course of action?*
   - **Ensure any individuals that feel they have been violated is supported by local resources. Evaluate the options of the chapter should separation of the two individual is needed.**

Scenario 5

Your chapter holds a "chapter retreat" at a resort approximately four (4) hours away. Brothers leave Friday afternoon and plan to travel back to campus on Sunday. Brothers have brought alcohol with them. Alcohol is placed in a common refrigerator and not monitored as to who is consuming it. Throughout the weekend all brothers consume some alcohol. Shortly after the "retreat," the chapter president is contacted by the resort because the Fraternity is being held financially responsible for what the resort deems excessive damage to rooms and common spaces.

1) *What are the issues in this scenario?*
   - **Most likely underage consumption (even if someone not "of age" consumes one sip of alcohol it is an unlawful act).**
   - **Brothers potentially drinking too much, regardless of age, getting out of control, and breaking things (thus costing more money to the individual brothers and maybe the chapter)**
   - **Long travel for a "party weekend" may have added risk due to not being familiar with the surroundings and resources**
   - **The resort may report the excessive damage to the institution**
   - **"A reasonable person" would consider this a Fraternity event even if the members do not**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **Not following BYOB policies and best practices with underage consumption as well as not monitoring the alcohol**
3) *What resources do you have available to assist you in managing this issue?*
   - **Utilizing a redemption system, or brothers who are "of age" keeping their alcohol in their possession rather than a common space**
   - **Local leadership (DD/ADD/RVP/Advisor), better to let them know so they can assist you and work with you than them finding out about the incident later**
   - **Having the event be an alcohol-free weekend**
4) *What do you believe is the best course of action?*

Scenario 6

A group of brothers have decided to gather to watch a big game at the off-campus residence of a couple of brothers. Each of the brothers decided to bring food and non-alcoholic beverages to share. The brothers have decided this is an alcohol-free event. As the game winds down, it is obvious your team is going to win. The brothers at the gathering are very excited. Some of them run out to the front yard and start yelling and screaming, throwing trash around the yard, and causing a ruckus in the neighborhood that is primarily made up of year-round residents with children. After about an hour brothers are still loudly celebrating the victory and have maintained the alcohol-free environment when the local police arrive at the house. The police ask everyone to please go inside and they would like to speak to the residents of the house. As they usher everyone inside, they notice a vast amount of Delta Sigma Pi paraphernalia including banners, awards, the chapter charter, and photos. Additionally, the police notice a wall of empty liquor bottles neatly arranged on the shelves. The police also ask to speak with the chapter president, who is not a resident in the house, but is present. The police question the president about the gathering being a chapter event and who was drinking.

1) *What are the issues in this scenario?*
   - **Should this be considered a Fraternity event? (Yes, if a reasonable person would consider it an event, it is an event. Having a number of brothers, many of whom are probably wearing something "Delta Sigma Pi," at the impromptu gathering, as well as all of the paraphernalia around, would insinuate a chapter event)**
   - **Perception that the Police have about who may have been drinking. (Even though the chapter has maintained this being alcohol free, the neatly lined up empty alcohol bottles, the paraphernalia, a large gathering, a nationally recognized sporting event, and people causing a ruckus outside the house make this a reasonable question/assumption.)**
   - **Residents of the property and guests not being respectful of their surroundings and neighbors.**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **While there may not be a direct violation of Delta Sigma Pi Risk Management Policy, if a chapter violates local town ordinances or campus policy, they are indirectly also violating the Delta Sigma Pi Risk Management Policy. Remember the Fraternity is a guest of its host campus and brothers must act in accordance with local and institutional policies.**
3) *What resources do you have available to assist you in managing this issue?*
   - **Local leadership (DD/ADD/RVP/Advisor), better to let them know so they can assist you and work with you than them finding out about the incident later**
   - **Attending campus events that may also be hosting events for the same game**
   - **Local venues that may also be hosting events for the same game**
   - **Minimizing the guests at the location and/or residents discussing expectations with guests before they attend**
   - **Hosting the event at a different location where there are more likely college students than year-round residents.**
4) *What do you believe is the best course of action?*

Scenario 7

You have just joined a fraternity on your campus. You have met a lot of great people during recruitment and are excited to start your Pledge Education Program. However, your friends have told you the fraternity you joined is known for hazing. You shrug it off and can't imagine the people you met hazing you. Later, you are notified you have to show up to your first meeting, at the off-campus house of an older brother, wearing a white T-shirt and jeans. You don't think anything of this and attend your first pledge education meeting. The meeting does not meet your expectations and instead of learning anything about the fraternity, you are forced to do cleaning and calisthenics. After five hours of "pledge education," you walk out of the house and run into a brother you became close with during recruitment. You talk about your first pledge education meeting, and they agree that some of the things pledges have to do are ridiculous. It seems a majority of the chapter isn't on board with the VPPE but goes along with it because it's tradition. It seems like only a handful of brothers want to continue the traditions.

1) *What are the issues in this scenario?*
   - **The chapter already has a reputation as a chapter that hazes.**
   - **Elements of hazing evident early as a late notification of a change of meeting place and specific clothing to wear.**
   - **The activities pledges are told to participate in have little to no Fraternity educational value (and other brothers agree)**
   - **The five (5) hours of "pledge education" is close to the maximum allowed.**
   - **The VPPE allows the older brothers to continue the "tradition"**
2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy?*
   - **Violation of the hazing policy**
3) *What resources do you have available to assist you in managing this issue?*
   - **Other officers of the chapter**
   - **Local leadership (DD/RVP/Advisor), better to let them know so they can assist you and work with you than them finding out about the incident later**
   - **University faculty/staff**
4) *What do you believe is the best course of action?*

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Scenario 1

The chapter is in the process of planning its annual awards banquet/formal. The event is intended to be a culmination of the chapter's year and recognizing itself and individuals for their outstanding contributions. The event is held annually at a rented banquet hall. The chapter contracts out the venue and contracts preferred vendors for security, food and beverage service, linens, etc. As part of the contract, the food and beverage service includes an open bar. The chapter is responsible for verifying and identifying chapter members' ages. During the awards presentation, one brother stands up and begins shouting lewd comments about the recipient, which is out of character. This continues throughout the presentation of awards. Later in the evening this same brother is discovered vomiting in the venue restroom. There are smell traces of alcohol in the stall. This brother has been issued a wristband indicating they are of legal drinking age, however you know they are not.

1) *What are the issues in this scenario?*

2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy? What are they?*

3) *What resources do you have available to assist you in managing this issue?*

4) *What do you believe is the best course of action?*

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Scenario 2

At dinner following initiation, the brothers decide to get together at an off-campus house to celebrate. One brother keeps providing drinks to an underage new initiate, Jamie. Jamie gets very intoxicated and two sober brothers decide to take Jamie to a bedroom in the house. Jamie is placed on their side on the bed. While lying there, Jamie vomits repeatedly onto the floor and blacks out while others continue to celebrate. Brothers who live in the house discover Jamie in the bedroom and argue about what to do in the situation. They call the chapter president, meanwhile Jamie is still vomiting and blacking out. The brothers who live in the house want to give Jaime some water and "sleep it off" so the chapter doesn't get in trouble. The chapter president, who has had some bystander intervention training from the institution, wants to take Jamie to the hospital. Despite criticism from the brothers living in the house and other members, the president takes Jamie to the hospital. The doctors explained to the chapter president, Jamie was in serious need of attention due to alcohol poisoning and could have died as a result.

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2) *What are the potential violations to the Delta Sigma Pi Risk Management Policy? What are they?*

3) *What resources do you have available to assist you in managing this issue?*

4) *What do you believe is the best course of action?*

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3) *What resources do you have available to assist you in managing this issue?*

4) *What do you believe is the best course of action?*