Risk Management Presentation

Omega Delta Phi Fraternity, Inc.

National Director of Risk Management
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What Is Risk Management?

The use of policies and procedures that help an organization mitigate risk and minimize exposures and losses.
Who Is Responsible For Risk Management?

Risk management must be practiced by everyone from the individual level, entity level and at the national level.
What Are The Prominent Areas Of Exposure?

- Hazing
- Sexual Abuse or Harassment
- Fire, Health and Safety
- Alcohol and Drugs
- Crisis Management
Hazing

Our stance:

- Hazing activities are defined as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce physical or mental discomfort, embarrassment, harassment or ridicule.
- Omega Delta Phi, Inc. does not condone or tolerate hazing by any chapter, colony, club, student or alumnus.
- Hazing is considered a serious violation and anyone found in violation will be dealt with swiftly and severely regardless of status, including inactive and alumni members.
Sexual Abuse And Harassment

Elements of sexual abuse include:

▪ Rape is any sexual intercourse, however slight, when forced or without effective consent.
▪ Sexual Assault is any sexual touching including disrobing or exposure, however slight, when forced or without effective consent.
▪ Sexual Exploitation occurs when a person takes non-consensual, unjust or abusive sexual advantage of another and that behavior does not otherwise constitute rape, sexual assault or harassment.
Sexual Abuse And Harassment (cont.)

Elements of sexual abuse include:

- Sexual harassment is conduct characterized by repeated and undesired words, acts or gestures with a sexual connotation which by nature attack the dignity of the physical or psychological integrity of the person or lead to unfavorable working and learning conditions or dismissal.
Sexual Assault

Preventing accusation:

- Never force, pressure or coerce anyone to have sex.
- Don’t take silence as consent.
- Don’t have sex with someone who is drunk, passed out, or asleep.
- Stop if someone says, “No,” is reluctant or is not clearly consenting.
- Don’t assume that someone wants to have sex because of their reputation or dress.
- Don’t laugh at or make degrading jokes about women.
- Challenge abusive behavior when you witness it.
- If you see a man/woman in trouble at a fraternity event, don’t be afraid to intervene.
- Talk to your partner about what you want, and about what they want.
- Understand consent.
Fire Health And Safety

Steps to reduce exposure:

▪ Always follow local fire and occupancy codes.
▪ Always use caution when it comes to food preparation or other health exposures.
▪ No possession or use of firearms, weapons or explosive devices.
▪ Use common sense to avoid any dangerous situations or objects.
▪ Always have phone numbers for fire, police and ambulance services.
Alcohol And Drugs

Prohibited activities:

■ No alcoholic beverage may be purchased with entity funds.
■ No purchase or use of a bulk quantity of alcoholic beverages, including, but limited to kegs or cases.
■ No open house parties
■ No members shall provide alcoholic beverages to anyone under legal drinking age.
■ No possession, sale, or use of illegal drugs or controlled substances.
Alcohol And Drugs (cont.)

Prohibited activities:

- No drinking games.
- No chapter may co-sponsor or co-finance an event involving alcohol unless the Guidelines For Hosting A Special Event are followed.
- No alcohol should be allowed at a fund-raising, service, or RUSH event.
Guidelines For Hosting A Special Event

Key to success:

- Sufficient and adequate planning at least 4 to 6 months in advance.
- Establish date.
- Establish location.
- Venue should have commercial general liability insurance and liquor liability coverage if they serve alcoholic beverages.
- If venue does not provide alcoholic beverages than an insured 3rd party vendor must be used.
Guidelines For Hosting A Special Event (cont.)

Key to success:

▪ Active members of the hosting entity shall not consume alcohol at official socials.
▪ Risk management manual has step by step procedures and documentation required for hosting a special event.
Guidelines For Hosting A Special Event

Required documentation:

- Appendix B - Facility Rental Agreement completed and signed
- Appendix B - Third Party Agreement completed and signed
- All Promotional Items (Fliers, T-Shirts Designs, Radio Promotions, Playbills, etc.)
- Safe Knight Contact List including Contact Phone Numbers
- Evidence of Commercial General Liability and Liquor Liability Insurance for Facility and Third Party Vendor
Crisis Management Plan

Procedures to follow:

- President is in charge in an emergency situation involving injury, death, or damage to property.
- If tragedy occurs permit only members and appropriate individuals to be involved.
- Contact campus police.
- Contact University officials.
- Contact entity’s advisors.
- Contact Regional Director and Region Risk Management Chair regardless of the time.
- Do not make any public statements.
- In the event of injury or death only law and medical families may contact next of kin.
Understanding The Do’s And Don’ts Of Crisis Management

The Do’s:

- Get Control so as to not create additional problems.
- Get The Facts to prevent the spread of rumors.
- Hold A Meeting to explain what happened as soon as possible.
- Have A Contact so that appropriate people are contacted.
- Remain Calm.
Understanding The Do’s And Don’ts Of Crisis Management

The Don’ts:

- Assume that members will keep situation themselves.
- Attempt to hide the situation from prospective members.
- Try to gloss over the situation or underestimate the seriousness of the situation.
- Forget that members react different ways to tragedy.
Travel

Guidelines For Travel:

■ The safety of our members, prospective members, and rushees when traveling out of town to attend official fraternity sponsored events should be a priority.
■ All prospective members, rushees, and non adults should inform their parents or guardians of their travel plans.
■ If anyone travels more than 60 miles to an official fraternity event and it later than 9:00 pm the same date as arrival, these individuals should stay overnight.
■ Risk management manual has step by step procedures and documentation required for traveling to an official fraternity event.
Travel

Required documentation:

- Appendix C Active Travel Itinerary required for actives
- Appendix D Prospective Member Travel Itinerary required for prospective members.
- Appendix E Release And Indemnification Agreement For Adult Students required for over 18 adult actives, prospective members, and rushees.
- Appendix F Activity Awareness And Permission Form required for parents of minors under 18 of age.
- Appendix G Release And Indemnification Agreement For Minors required for parents of minors under 18 years of age.
Professionalism

How professionalism applies:

- Each individual of Omega Delta Phi is a representation of the fraternity on a whole.
- Inappropriate behavior can increase our organizations risk exposure.
- Incidents and inappropriate behavior can be detrimental to our fraternal image.
- In event of litigation past incidents and behavior patterns can have an effect on a legal outcome.
- Always conduct yourself with the utmost professionalism.
In Closing

Risk Management is Vital To Our Future:

- Ultimately risk management is a responsibility of everyone in our organization.
- Be proactive in reducing our risk exposures
- The future of our fraternity depends on it.