

# *Alpha Kappa Psi – Code of Conduct*

*Code of Conduct – 3rd Edition – October 2022*

## **SECTION I – CONDUCT POLICIES**

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Alpha Kappa Psi Fraternity is a collegiate-based leadership development organization focusing on developing principled business leaders through promoting fellowship, experiential learning, and the tenets of Servant Leadership. The foundation of our Fraternity is unifying standards which transcend geography, classes of membership, or longevity in the organization.

Alpha Kappa Psi's purpose is to unite our members and we declare, by virtue of accepting membership in the Fraternity, will abide by Fraternity expectations to do what is best for our members' dignity, health, safety, and well-being. Personal responsibility and accountability are the expected norms for all Alpha Kappa Psi chapters and members.

The Code of Conduct is not designed to specifically outline every Fraternity standard or improper conduct activity. Each member of the Fraternity is responsible for upholding these standards of conduct preserving the organization's past, present, and future.

Alpha Kappa Psi expects all members to adhere to the Code of Conduct and enforce these standards as well as take on a leadership role when it comes to protecting others, treating all people with respect, and holding the history and future of Alpha Kappa Psi in the highest regard.

The Fraternity is dedicated to educating and training members on the importance of following all policies, statements, and procedures.

## General Conduct Policy

**All potential new members of Alpha Kappa Psi** are expected to:

- A. Complete the Board-approved new member education program.
- B. Adhere to the code of conduct as all members of Alpha Kappa Psi shall.

**All members of Alpha Kappa Psi** are expected to:

- A. Refrain from engaging in conduct or activity that may raise questions as to the Fraternity's integrity, honor, or reputation or otherwise cause embarrassment to the Fraternity.
- B. Conduct their activities fairly, impartially, and in full compliance with all applicable laws, University requirements, Fraternity policies, and governing documents, and directives from Fraternity leaders.
- C. Create an environment that is welcoming, vibrant, equitable, diverse, inclusive, and safe.
- D. Pay all outstanding bills and invoices and care for all property and facilities rented, leased, or borrowed for Fraternity activities.
- E. Refrain from abusing or interfering with the Fraternity's conduct and disciplinary process.
- F. Exercise fiduciary care and responsibility for all Fraternity funds and assets.
- G. Accept that the use of social media and online publications is a personal choice. AKPsi online platforms should be used to reiterate Fraternal Values and Guiding Principles when publishing content.
- H. Actively advocate to create a positive and respectful environment for all potential new members, members, and community. Promptly report any allegations of code of conduct violations or other instances of misconduct.

**Alumni members of Alpha Kappa Psi** are welcomed and encouraged to participate in local chapter and fraternity events and are further expected to:

- A. Follow all requirements outlined by the student chapter while attending student chapter events.
- B. Respectfully honor any requests from the chapter or official fraternity volunteers not to attend chapter events.

Volunteers of Alpha Kappa Psi represent the leadership and longevity of the organization. Alpha Kappa Psi volunteers are held to a higher standard than a general alumni member as they are entrusted with the delivery of programming and development of members and leaders within the organization. Participation as an active volunteer is contingent on meeting all requirements in the Code of Conduct.

**Volunteers of Alpha Kappa Psi**, in addition to adhering to the General Code of Conduct, are further expected to:

- A. Faithfully, properly, and fully execute the duties of their position and the directives from Fraternity leadership.
- B. Maintain professional relationships and distances with members they are advising and leading and provide objective guidance.
- C. Maintain confidentiality of personal information where appropriate, subject to local, state, and federal laws.
- D. Refrain from engaging in any activity that might create a conflict of interest for the volunteer or the Fraternity.
- E. Avoid using their volunteer position to seek personal, professional, or financial gain through the inappropriate use of access to members of Alpha Kappa Psi during the execution of official duties or during Fraternity events.
- F. Use the Fraternity's fiscal resources judiciously and not for personal gain or frivolous expenditures. Volunteers will not use Fraternity funds to promote themselves or others in elections or purposes disconnected from Fraternity business.
- G. Promptly report any illegal conduct to the Fraternity staff.

## Alcohol and Controlled Substances Policy

In any activity or event sponsored or endorsed by Alpha Kappa Psi or its chapters, including those occurring on or off fraternity or chapter premises:

1. No person under the legal drinking where the event is taking place age may possess, consume, sell, provide, or be provided alcoholic beverages.
2. No person may possess, use, provide, distribute, sell, or manufacture federally illegal drugs, controlled substances, or mind-altering substances, while on fraternity or chapter premises or at any activity or event sponsored or endorsed by the fraternity or chapter.
  - a. Each chapter will be held to the strictest interpretation of the law regarding alcohol and controlled substances.
3. A chapter must not co-host or co-sponsor an event with an illegal or controlled substance dispensary, or an otherwise-named establishment with the primary purpose of manufacturing or distributing controlled substances.
4. Alcoholic beverages must either be (1) provided and sold on a per-drink basis by a licensed and insured third party vendor or (2) brought by individual members and guests through a bring your own beverage ("BYOB") system.
5. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited at any chapter event except when served by a licensed and insured third-party vendor.
6. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited. This includes alcohol served in containers designed to store or mix alcohol for distribution to multiple individuals.
7. Alcoholic beverages must not be purchased using fraternity, chapter, or pledge class funds or funds pooled by members and/or guests including but not limited to admission fees, cover fees, or collecting funds through digital applications. Members may not coordinate the collection of funds or provide funds to a collection designed to purchase alcohol in whole or in part.
8. A chapter must not co-host or cosponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
9. A chapter must not co-sponsor an event with a brewery, vineyard, distillery, alcohol distributor, or an otherwise-named establishment with the primary purpose of manufacturing or distributing alcohol.
  - a. This does not prohibit a chapter from renting a room or area within these areas for a closed event provided all Alpha Kappa Psi policies are followed.
  - b. This does not prohibit a chapter from conducting or co-sponsoring an event with a charitable organization provided all Alpha Kappa Psi policies are followed.
10. A chapter must not admit members or guests to events if they appear to be intoxicated when they arrive at the event.
11. A chapter must designate non-drinking members at all events involving alcohol and ensure those members are present for the duration of the event.

12. Any event or activity related to the new member recruitment, induction, mid-Court of Honor, Court of Honor, or initiation processes must be free of alcohol, illegal drugs, controlled substances, or mind-altering substances. No alcohol, illegal drugs, controlled substances, or mind-altering substances may be present if the event or activity is related to new member activities, meetings, or initiation including, but not limited to "bid night," "Big/Little" events or activities, "family" events or activities, and any ritual or ceremony.
13. Chapters, members, or guests must not permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol, such as but not limited to, drinking games.

## Fire and Health Safety Policy

1. All premises used for Alpha Kappa Psi Fraternity operations, prior to, during and following occupancy, must meet all local fire/health codes and standards as well as any applicable national, state, county, and municipal laws, ordinances, and regulations.
2. Alpha Kappa Psi and its members must comply with all national, state, provincial, local laws and campus policies related to firearms, explosives, or incendiary devices.

## Hazing Policy

Alpha Kappa Psi defines "hazing" as any action taken or situation created, intentionally or unintentionally, on or off chapter premises, to produce physical or mental discomfort, embarrassment, harassment, ridicule or potentially cause physical harm or injury regardless of a person's willingness to participate. This includes, but is not limited to:

1. Activities which coerce members or guests into violating any federal, state, provincial, local law, or university policy.
2. Activities where the primary purpose of the event is to consume alcohol and/or other substances to observe how a member, potential member, or guest responds, get them to "relax," as a test of their commitment, and/or welcome them into the chapter fully.
3. Activities which coerce members or guests into consuming any food, liquid, alcohol, drug, or other substance in any non-customary manner which subjects an individual or group of individuals to a substantial risk of emotional or physical harm.
4. Physically abusive or uncomfortable activities including but not limited to paddling, whipping, beating, branding, corporal punishment, exposure to the elements, and simulations or threats of such behavior.
5. Mentally abusive or uncomfortable activities including disruption of academic performance or class attendance, sleep deprivation, exclusion from social contact, kidnapping or travel to unknown destinations, blindfolding, psychological shocks, and simulations or threats of such behavior.

6. Activities which create an environment of servitude or humiliation including but not limited to public stunts of buffoonery, degrading or humiliating games and activities, line ups, verbal abuse, compulsory designated driver programs, personal or financial servitude, and simulations or threats of such behavior.
7. Pre-ritual activities which could cause persons to be physically or mentally fatigued.

## Publishing Inappropriate Materials Policy

1. Alpha Kappa Psi Fraternity members are prohibited from producing, publishing, and/or distributing any material, whether written or electronically as text, audio, video, or some combination of all three that could be deemed harmful to the good name and reputation of the Fraternity.
2. The staff of Alpha Kappa Psi will assess the validity of each complaint and, if warranted, order the material to be destroyed, if printed, or removed from any website, if published electronically. The regional director of the affected chapter or member will ensure compliance with directives from the staff of Alpha Kappa Psi.
3. Members may appeal the order if they believe the material is not in violation of this Policy to the fraternity staff, who will serve as the final adjudicator for the matter.

## Sexual Misconduct Policy

1. Alpha Kappa Psi Members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This includes, but is not limited to, sexual violence, sexual harassment, domestic violence, stalking, sexual exploitation, definitions around consent, and creating environments or situations which facilitates sexual misconduct.
2. Chapters of Alpha Kappa Psi will not make public statements about sexual misconduct allegations or ongoing disciplinary proceedings without prior authorization from the staff of Alpha Kappa Psi.
3. Alpha Kappa Psi recognizes university administrations and law enforcement officials as the authorities to investigate, adjudicate, and administer discipline in cases of sexual misconduct and will comply with the outcomes of these investigations.
4. In addition to any university and/or police investigations, the Fraternity may proceed in accordance with its own investigatory and disciplinary process with respect to allegations of sexual misconduct for purposes of reviewing Fraternity membership. In such instances, an outside investigator will complete the investigation on behalf of the Fraternity.

## External Investigations

Chapters and members **must notify** the Fraternity Staff in writing of any investigation by a school, college, university, student life or fraternity life department, or law enforcement agency into a chapter or member **within 72 hours of becoming aware of the investigation** via a [Report a Conduct Issue](#) form.

## Code of Conduct – Disciplinary Procedures

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If you want to report a conduct issue, first review the Code of Conduct Policies, then go here to complete the [Report a Conduct Issue](#) form. You may also review the Fraternity's disciplinary procedures and processes, as set forth in [Alpha Kappa Psi - Code of Conduct - Disciplinary Procedures](#).