

## Health & Safety Education Policy

### **Purpose of Policy:**

The purpose of the Health & Safety Education Policy is to allow the Office of Sorority & Fraternity Life (OSFL) staff the ability to work with organizations and student leaders to better understand risk management, areas of risk that apply to the organizations and/or its members, harm reduction, and current events surrounding the fraternal movement. This policy will ensure that the University of Tennessee, Knoxville fraternity and sorority community receives education to develop a community of care. Moreover, this policy outlines expectations to ensure that OSFL and its organizations are a better partner to the University of Tennessee, Knoxville community.

### **The Policy:**

The Health & Safety Education Policy shall apply to all student organizations that are recognized by the Office of Sorority and Fraternity Life and all levels of fraternity/sorority membership.

### **Leadership Summit**

The Leadership Summit is a one day, institute style event that challenges our fraternity and sorority presidents to grow as leaders, affect change in our community and their organizations, and explore their values as leaders. The Leadership Summit is hosted annually by the Office of Sorority and Fraternity Life.

- Required Attendance:
  - President and/or designee

### **Health & Safety Summit**

The Health & Safety Summit is hosted in conjunction with the Leadership Summit annually to equip organization leadership with tools and skills focused around prevention models, problem identification, response, self-reporting, and accountability.

- Required Attendance:
  - President
  - Officers that oversee the following organizational responsibilities:
    - Intake/New Member Education
    - Judicial/Standards Procedures
    - Social Activities/Programming
    - Risk Management/Health and Safety
  - Organizations will work with direct council advisor to best identify the officers that need to be present given the nature of the Health and Safety Summit curriculum.

### **Cross Council Exchange**

Cross Council Exchange is hosted at minimum once per year and gives all four councils within the sorority and fraternity community the opportunity to come together and engage in facilitated activities.

- Required Attendance:
  - Expectations for attendance will be communicated to chapter leadership within an appropriate time frame prior to the event.

**Speaker Series**

OSFL reserves the right to bring in an outside speaker at any time during the year based upon community need and/or interest to interact with the community.

- Required Attendance:
  - Expectations for attendance will be communicated to chapter leadership within an appropriate timeframe prior to the event.

**Critical Conversations**

Critical Conversations gives the fraternity and sorority community the opportunity to engage in a facilitated workshop on a specific topic or receive relevant information for a duty assigned to a leadership position. Topics may include new member education, game day behavior, students of concern, diversity, campus carry, allies training, and judicial/standards/accountability training. Critical Conversations will be hosted as needed, with OSFL as much notice as possible.

- Required Attendance:
  - Any officer or population determined to be appropriate by Sorority & Fraternity Life staff for the identified topic.

**Sanction for Failure to Meet Attendance Requirement**

- A Mediation Meeting with OSFL. The Mediation Meeting is designed to understand the context of not meeting minimum attendance expectations. At the conclusion of the Mediation Meeting, the student and the staff member will collaborate to develop an Action Plan established to meet the desired learning outcomes of the missed event.
- If the organization fails to comply with the directives and deadlines within the Action Plan, the organization will be referred to the Office of Student Conduct & Community Standards.
- Published on the OSFL website as not meeting minimum expectations.

**Substitution Policy**

Substitutions may be made if a required officer is unable to attend. Notification should be made to the appropriate council advisor at least 48 hours in advance of the program. The organization must replace the required attendee with an elected officer that is next in command of the organization, and/or supervises the chair position that is required to attend. If the person is not approved by the appropriate council advisor, the organization does not get credit for attendance and the appropriate sanction listed above will be applied to the organization.

**The Procedures:**

All semester requirements will be announced by at least the conclusion of first two weeks of the semester. Should a critical incident or issue occur that impacts the fraternity and sorority community, OSFL may require that additional critical conversations and/or requirements be added after the beginning of the semester. OSFL will then notify organizational leadership and advisors of the additional requirements.

**The Education:**

OSFL staff will educate organization leadership and advisors on this policy annually through email notification, the Summit, and postage to the website. For more information, refer to the OSFL website [www.gogreek.utk.edu](http://www.gogreek.utk.edu).

**The Enforcement:**

OSFL reserves the right to notify organization advisors and headquarters staff in office accountability processes.

Failure to meet the expectations of any part of this policy will be a violation of the Standards of Conduct, *Section 27. Violating a University policy or rule, including but not limited to University policies or rules relating to facilities use, smoking, the acceptable use of information technology resources, research or service misconduct, finder's fees relating to clinical investigations involving human subjects or access to University data or materials, University libraries, dining services, parking or transportation, University identification card use, sexual harassment, residence halls, and registered student organizations.* The alleged violation may be referred to the appropriate governing council judicial board and/or the Office of Student Conduct & Community Standards at the discretion of OSFL Staff.