

WE'RE

COMMITTED

The Office of Sorority & Fraternity Life

Health and Safety
**RESOURCE
GUIDE**



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

OFFICE OF SORORITY &
FRATERNITY LIFE

YOU ARE NOT JUST GREEK, YOU ARE A VOLUNTEER.

Welcome to the We're Committed Resource Guide. We are so excited that you have chosen to learn more about health and safety resources for the Greek community. There are many great opportunities that come with being a member of this community, and with that comes great responsibility.

Our belief is that each and every member of the Greek community is a leader and has the opportunity to enact change. The first step in enacting change, is recognizing the importance of advocating for a healthy and safe community. It is our hope that this resource guide will provide you with information to further your knowledge on key health and safety issues, resources to support yourself and others in your chapter, and information around campus programs that would deepen your understanding of these topics.

Because of the commitment that the Office of Sorority & Fraternity Life has to the health and wellbeing of our Greek community, there are several opportunities to learn more about these topics throughout the year. The We're Committed prevention plan that was developed and is showcased throughout this guide, allows our community to raise awareness around different health and safety topics each month, sharing information and resources from different campus and community partners. We encourage you to further your knowledge after reading this guide by requesting and attending programs from both the Office of Sorority & Fraternity and the campus partners who made this guide possible.

This guide would not be possible without the support and collaboration of several offices at the University of Tennessee, Knoxville. Throughout this guide, you will have the opportunity to visit their websites, and learn more about the resources that they offer. A special thank you to The Office of Title IX, Student Conduct & Community Standards, The Center for Health Education & Wellness, and The Dean of Students Office for their partnership.

The We're Committed Health and Safety Resource Guide was created as a way to provide important resources to sorority and fraternity students all in one place. As a group of more than 6,000 students that represent 25% of the undergraduate student body, each and every one of you has the ability to use this resource guide as a way to look out for your brothers and sisters and find ways to advocate for health and safety.

We hope that this guide will be a place that you can find resources that will support you and our community in becoming a healthier and safer one for all Volunteers.

Go Vols!

The Office of Sorority & Fraternity Life



PSI SOCIETY

Psi Society is a prestigious group of student leaders in the Greek community who educate their peers on leadership, health, and safety. They have been nominated and selected for their advanced leadership qualities and will launch programs on Greek-specific topics such as “How to Be a Good Big,” “Siblings Fight,” and “Leading Against the Tide” in fall 2022. These programs will be made available to the entire Greek community and will be a SOFE opportunity to learn more about key issues facing their chapter from people that understand the challenges best.

It is with great excitement that we introduce the 2022-2023 inaugural class of Psi Society. These leaders represent 22 of the Greek organizations here at the University of Tennessee, Knoxville. Please reach out to OSFL to connect with the student leaders and inquire about programs and partnerships.

Chair of Outreach & Engagement - Caroline Hensley, *Alpha Omicron Pi*

Chair of Program Development - Claire Shamiyeh, *Kappa Kappa Gamma*

Chair of Operations – Will Manning, *Lambda Chi Alpha*

Chair of Branding & PR - Sydney Davidson, *Zeta Tau Alpha*

Nicole Devlin	<i>Alpha Chi Omega</i>	Katie Goss	<i>Kappa Kappa Gamma</i>
Hannah Lund	<i>Alpha Delta Pi</i>	Aislen Setty	<i>Kappa Kappa Gamma</i>
Brody Carmack	<i>Alpha Gamma Rho</i>	Hunter Hopkins	<i>Kappa Sigma</i>
Elliott McGuire	<i>Alpha Gamma Rho</i>	Ned Morgan	<i>Kappa Sigma</i>
Emaleigh Bell	<i>Alpha Omicron Pi</i>	Gracie Chiampas	<i>Lambda Theta Alpha, Latin Sorority, Inc.</i>
Harrison Van Eaton	<i>Beta Upsilon Chi</i>	Diego Uribe-Fabian	<i>Lambda Theta Phi, Latin Fraternity, Inc.</i>
Lindsey Campbell	<i>Chi Omega</i>	Mason Spruill	<i>Phi Kappa Psi</i>
Caroline Powell	<i>Delta Delta Delta</i>	Sophia Elting	<i>Pi Beta Phi</i>
Jordan Dillard	<i>Delta Gamma</i>	Christina Michener	<i>Pi Beta Phi</i>
Kayla Johnson	<i>Delta Gamma</i>	Luke Bibee	<i>Pi Kappa Alpha</i>
Alyssa McLaughlin	<i>Delta Gamma</i>	Wilson Clark	<i>Pi Kappa Alpha</i>
Angel Miñoza	<i>Delta Phi Lambda Sorority, Inc.</i>	Matthew Coffman	<i>Sigma Alpha Epsilon</i>
Bella Tepedino	<i>Delta Zeta</i>	Sebastian Lavarreda	<i>Sigma Nu</i>
Harriet Tarr	<i>Kappa Delta</i>	Victoria Hardin	<i>Zeta Tau Alpha</i>
Lily Fox	<i>Kappa Delta</i>	Brooke Tartar	<i>Zeta Tau Alpha</i>

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WE'RE COMMITTED

to hazing prevention.

The University of Tennessee is committed to ending hazing. To accomplish this goal, it's important that we work together to identify hazing, act on it and prevent it.



IDENTIFY IT.



Hazing: Endangers the mental or physical health/safety or coerces someone to endanger their mental or physical health/safety, REGARDLESS of one's willingness to participate.

Let's review a few examples of different types of hazing behavior:



VERBAL ABUSE

being yelled at, threatened or intimidated



PERSONAL SERVITUDE

getting someone's meals, running errands, cleaning someone's house, serving as a driver (beeper)



THREATS or INTIMIDATION

being made to think you won't be initiated if you don't complete a task



SOCIAL ISOLATION

not being allowed to spend time with other people/ groups, having to delete social media



EMBARRASSING ACTIVITIES

wearing an article of clothing against your choice, being asked uncomfortable questions



POWER IMBALANCE

individual(s) with more power asking others to complete pointless tasks, often to earn their place in the group



SLEEP DEPRIVATION

attending meetings at obscure hours, completing tasks at all hours of the day/night



POINTLESS TASKS

completing tasks that have nothing to do with the organization's purpose or values.



FORCED/COERCED ALCOHOL

drinking competitions for younger members, rapid or mass consumption of alcohol.



PHYSICAL REQUIREMENTS

pushups, running, call-downs, sets/ line-ups

“Hazing isn't simply about the activity... it's also about the process - the ways in which power and control are exercised among group members and how new members are rookies are made to feel about their place in the group. - Elizabeth Allen

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QUESTIONS TO DETERMINE IF AN ACTIVITY IS HAZING:

- 1 Would I feel uncomfortable participating in this activity if my parents, a university administrator, friends, or the media were watching?
- 2 Would active/older members of the group refuse to participate?
- 3 Does this activity violate my values/my organization's values?
- 4 Am I being asked to keep these activities a secret?
- 5 Do members defend this as "tradition?"
- 6 Am I doing anything illegal?

If the answer to any of these is "yes," the activity is probably hazing!

More information: Hazingprevention.utk.edu

These are some helpful questions to ask in determining if an activity is hazing. This is not an all-inclusive list.

- 1 Sudden change in behavior or attitude after joining the organization
- 2 Wanting to leave the organization with no real explanation
- 3 Sudden decrease in communication with friends and family
- 4 Increase in secrecy and unwillingness to share details
- 5 Expressed feeling of sadness or feeling of worthlessness
- 6 Unexplained weight loss, injuries, or illness
- 7 Change in sleeping or eating habits
- 8 Physical or psychological exhaustion

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SIGNS OF HAZING:

adapted from hazingprevention.org

These are some possible signs of hazing. Though these can be signs that someone is experiencing hazing, this is not an all-inclusive list, and these signs can also be a result of someone experiencing a different hardship. Because of this, it's important to ask follow up questions, and make sure to get the person support. 974-HELP is a resource on campus to help someone get the support that they need.



ACT ON IT.

Vols Help Vols. If you believe you or someone else is experiencing hazing, it's important that you act.

ASK:

Be direct and ask! Don't automatically assume something is or isn't hazing. Clarifying questions can help determine if a behavior is hazing or self-expression. Some examples of clarifying questions could be the following:

"How have you been recently?"

"I've noticed _____. Can you tell me more about that?"

- I've noticed you haven't been going to class.
- I've noticed you haven't been talking to your friends or family.
- I've noticed you've seemed distracted recently.

TRUST YOUR GUT:

Even if someone says they are not being hazed, if you still have concerns, move forward with responding. Remember that hazing occurs even if a person wants to participate.

REPORT HAZING:

Staying silent puts your fellow Vols at risk. Silence only encourages the behavior to continue.

**Did you know you can report hazing anonymously?
Be sure to include as much detail as possible.**

- ↳ What should you include in a hazing report?
 - o Pictures
 - o Specific dates/ locations
 - o Screenshots
 - o Names of individual(s)/ organization, team, or group
 - o Video(s)

How can you report?

[Hazingprevention.utk.edu](https://hazingprevention.utk.edu)

[Student Conduct & Community Standards](#)

studentconduct@utk.edu | 865-974-3171

PREVENT IT.

Help the Greek community end hazing.



Use your resources to learn more about hazing:

- Council & Chapter Advisor
- Hazing Prevention Team: *The Hazing Prevention Team is a group of campus partners and students who work collaboratively to educate the campus community on how to identify, act on, and prevent hazing at the University of Tennessee.* [Hazingprevention.utk.edu](https://hazingprevention.utk.edu)



How can you continue to educate your chapter on hazing prevention?

You can [request hazing prevention training](#) for your chapter. This training is individualized for chapter needs, interactive, scenario-based program that covers what constitutes hazing, how to notice signs of hazing, and how to respond.

Participate in [National Hazing Prevention Week](#) at UT! Hazing Prevention Week is facilitated by the Hazing Prevention Team and allows chapters to learn more about hazing prevention.

The Center for Health Education and Wellness (CHEW) at UT shares the following around alcohol risk reduction and responsible consumption:

Know the standard! A standard drink is 12 oz of 3-5% alcohol by volume (ABV) beer, 5 oz of 12-15% ABV wine, and 1.5 oz of 40% ABV (or 80 proof) hard liquor.

Set a limit. Before going out, decide how much you'll drink. It's easier to stick to your limit if you set it before you start drinking.

Have a plan. Before going out, figure out the plan for the night including how you're going to get home and where you'll be staying for the night.

Designate a sober driver. The best way to make sure that you'll get home safely is to have someone who is sober drive you home.

Track your drinks! You've set a limit, now you have to hold yourself accountable. Track your standard drinks with tally marks, a note in your phone, or another way that will be visible and help keep you aware.

Alternate with water. In between alcoholic drinks, drink water. It helps to slow the rate of consumption and keeps you hydrated.

Eat a meal with a mix of protein, fat, and carbs before drinking. Drinking on an empty stomach causes the alcohol to be absorbed by your stomach and intestines quicker, which can increase your chances of getting sick.

Pass on the punch! Drinking from a large, unmarked container, such as a punchbowl, trough or even a lined trash barrel won't allow you to count your standard drinks. These concoctions may also be mixed with energy drinks which gives drinkers a false sense of how intoxicated they are getting.

Pace yourself. Avoid pre-gaming, taking shots, shot gunning, keg stands, slapping the bag, or any other games that increase the speed of drinking.

Remember the memories. Binge drinking is defined as five or more drinks for men or four or more drinks for women in two hours. The amount you drink and how quickly you drink can contribute to blackouts and keep you from remembering some fun memories.

Don't mix. Alcohol often has harmful interactions with prescription medications, over-the-counter drugs, and even some herbal remedies. If you choose to drink, it's important to observe warning labels and ask your doctor or pharmacist if it's safe to use alcohol with any medications and herbal remedies that you take.

Vols help Vols! As Volunteers, we look out for one another. If you see someone exhibiting one of the four signs of alcohol overdose (cold skin, unresponsive, puking and/or slow breathing), be an ACTIVE Bystander by Acknowledging the situation, Considering options, and Taking action.

<https://wellness.utk.edu/alcoholriskreduction/>



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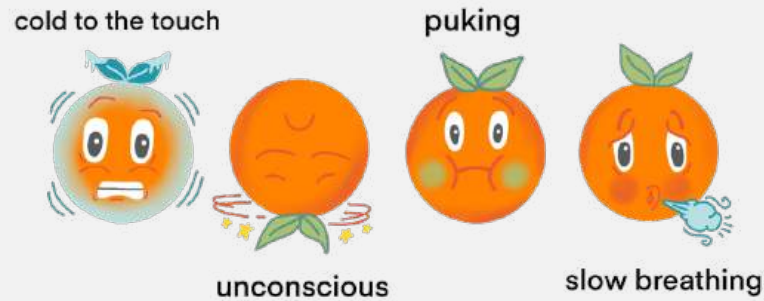
to alcohol safety.

Choosing to drink is a personal decision. If you are 21 years old or older and choose to drink, make informed decisions to reduce unwanted risks and consequences.



ALCOHOL OVERDOSE

Vols Help Vols. While a student at UT, you may be faced with a situation where a brother or sister has had too much to drink. Know the signs of alcohol overdose:



If you believe that someone needs help because of alcohol or drug overdose, the University has a [Medical Amnesty policy](#). If you see someone who needs help due to alcohol and/or drugs, call 911 (or your RA if on campus) and stay with the individual. If you are under the influence and worried about calling for fear you may get in trouble, please know the university provides amnesty to student seeking help in these situations.

Individuals who help are referred to as “Good Samaritans,” and the individuals in need of medical attention are referred to as “Impaired Individuals.” No formal disciplinary action is taken by the university for the “Good Samaritan” or for the “Impaired Individual,” even if the “Good Samaritan,” is also under the influence of drugs and/or alcohol if the following steps are taken:

The “Good Samaritan” (1) contacts appropriate resources to report and request assistance and (2) demonstrates cooperation and care by remaining with the Impaired Student.

And remember, there can be more than one “Good Samaritan” in a situation if multiple people are assisting in getting help.

RESPONDING TO ALCOHOL OVERDOSE

- Call 911 immediately
- Stay with them
- Keep them lying on their side

Remember to also:

- Stay calm and use your judgment
- Try to wake them
- Do not give food or force fluids
- If they can respond, ask about number of drinks, any health conditions, allergies, medications, etc

EVENT REGISTRATION

The Office of Sorority & Fraternity Life (OSFL) believes the registration of events by sororities and fraternities will promote the health, safety, and wellbeing of all members of our campus community. For that reason, OSFL has implemented an Event Registration Policy. Below is a resource to assist Greek students in ensuring that they are hosting safe events with alcohol:

To review an example of a risk plan, click [here](#).

Programs you can request related to alcohol education:

Office of Sorority & Fraternity Life

- [Sober Monitor Training: Sober Monitor Training](#) is an opportunity for chapter members to learn how to assist in following the OSFL Event Registration Policy, as well as identify and intervene on potential or current risks at the event.

CHEW programs

- [Alcohol Education Programs through the Center for Health Education & Wellness](#)



WE'RE COMMITTED

to mattering and belonging.

Each Greek organization was founded upon a set of values. Your actions can and should reflect those values. It should be your commitment to make sure that every member feels like they matter and belong.



Act and support your fellow vols, sisters, and brothers.

The University of Tennessee is committed to fostering an environment where all members of the campus community can learn and thrive. This means the campus climate should affirm the dignity of all and encourage the exchange of ideas through discourse in every aspect of campus life.

WHAT ARE CAMPUS CLIMATE CONCERNS?

A Campus Climate Concern is an action or incident, either intentional or unintentional, that may discriminate against, stereotype, exclude, or harm anyone in our community. Concerns may stem from fear, misunderstanding, hatred, or bias, and may affect one's ability to learn and thrive on campus.

The Office of the Dean of Students addresses concerns through the university's Campus Climate Impact Committee (CCIC).

*The Campus Climate Impact Committee (CCIC) is not a disciplinary body and does not impose sanctions or disciplinary action.**

The purpose of the university's CCIC is to provide outreach, support, and education to those who may have been affected by a campus climate concern and promote mattering and belonging among members of the university community.

scan to visit the Campus Climate website



Ciara Gazaway, Bias Education, Health & Safety Summit Presentation, Spring 2022

Examples of Campus Climate Concerns:

- Racial/culturally (appropriated) themed parties
- Mocking or ridiculing a person's language or accent
- Verbal or written use of slurs
- Hosting events on non-christian religious holidays
- Refusal to acknowledge someone's correct pronouns and name
- Damage to property with hate messages and symbols
- Language and imagery objectifying women or gender-diverse people
- Intentionally restricting access to people with disabilities

To learn more about campus climate concerns, visit studentlife.utk.edu/campusclimate

If you experience or witness a campus climate concern, remember the following:

- Safety first - you want to deescalate, not increase threat
- Intent vs. Impact – sometimes we may not intend to cause harm, but that doesn't minimize impact.
- Self care - show yourself patience and compassion; lean on your community when you need support.
- Utilize your resources - report campus climate concerns!



Know how to RESPOND.

- **Call 911** if you feel as if you are in immediate danger
- **Report the incident** by calling 865-974-3179 or submitting a campus climate concern
- **Contact the Office of Investigation and Resolution** for experiences of discrimination
- **Contact a person of authority** that you or your brother or sister feel comfortable speaking to about the experience

tiny.utk.edu/climatereport

Remember...

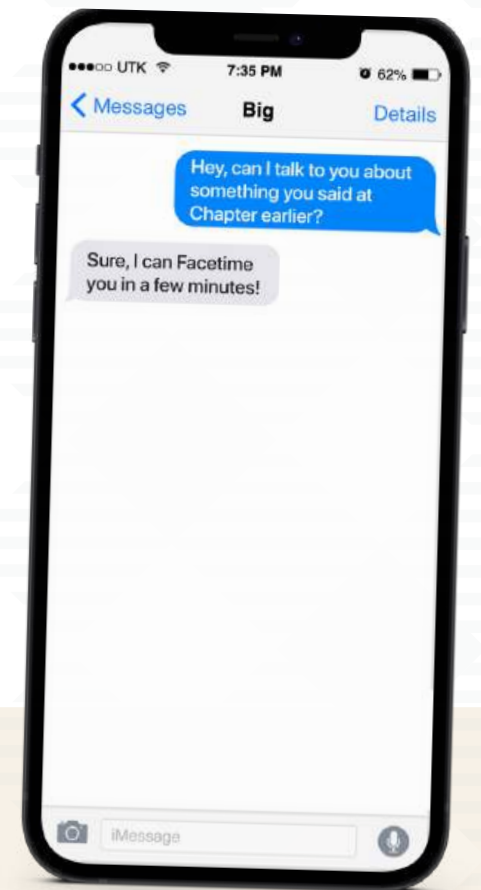
Campus Climate Concerns are **NOT** one size fits all!

Ciara Gazaway, Bias Education, Health & Safety Summit Presentation, Spring 2022

Calling In vs. Calling Out

Calling out assumes the worst. Calling in involves conversation, compassion, and context. Calling out can be accusatory and heighten disconnection; calling in is educational in nature and deepens connection.

Practice accountability by calling in your brothers and sisters when they say or do something that doesn't align with the community's values.



RESOURCES

Vol is a Verb Website: Vol is a Verb is a campus-wide initiative designed to support mattering & belonging on our campus, encouraging Volunteers to put actions behind our words to ensure that everyone feels like they matter and belong on Rocky Top.

Campus Climate Support: The University of Tennessee is committed to maintaining a safe environment grounded in civility and respect for all members within the campus community. The Office of the Dean of Students offers reporting options and Inclusive Excellence education for the campus community.

Office of Multicultural Student Life: This office promotes a welcoming and inclusive campus environment while advocating to traditionally marginalized students by providing academic support, multicultural education, identity exploration, leadership development, and diverse innovative programming.

Pride Center: This office serves as the LGBTQ+ resource center on campus. They provide opportunities to engage with and explore issues relating to gender and sexuality through events, programming, community space, and initiatives.

Student Disability Resource Center: This office is committed to partnering with the UT community to ensure an accessible university experience for students with disabilities by removing or minimizing barriers."

PROGRAMS YOU CAN REQUEST RELATED TO MATTERING AND BELONGING:

- [Diversity Education Workshops through the Office of Multicultural Student Life](#)
- [Safe Zone Training through the Pride Center](#)
- [Education and Development Diversity Programs through the Office of Equity & Diversity](#)
- [VOLS ACT Canvas Module: ACTIVE Bystander Training – CHEW](#)
- [Inclusive Excellence & Campus Climate Education through the Office of the Dean of Students - Request through Program Director for Inclusive Excellence](#)



to empowering students.

Being a leader in the sorority and fraternity community means empowering yourself and others to be an active bystander. Vols Help Vols!

**VOLS
ACT.**

BE AN ACTIVE BYSTANDER

Acknowledge the situation.
Consider your options.
Take action.

Direct. Distract. Delegate.

<https://wellness.utk.edu/volsact/>

The Center for Health Education & Wellness at UT defines bystander behavior as the following:

Bystander: a person who observes behavior that is unacceptable and could be potentially harmful to another person's health or well-being.

As a bystander, we may:

- Think it is none of our business
- Hope that someone else will deal with it
- Miss an opportunity to change the community we live in for the better

Active bystander: aa person who not only observes unacceptable and harmful behavior but also takes the steps that can make a difference.



Acknowledge the situation

Admit to yourself that you are concerned or something feels off



Consider your options

Think about what you can do - what factors do you need to consider?



Take action

Decide how you will act - Consider the 3D's:

- Direct:** directly interacting with the people involved
- Distract:** create a diversion to diffuse the situation
- Delegate:** asking someone else to get involved/assist



Supporting your Brothers and Sisters Through Conflict

Siblings fight, so conflict is unavoidable in your chapter. Conflict does not have to be a negative experience if you are aware of ways to handle a situation in a healthy and safe way!

Conflict: A serious disagreement or argument.

Conflict Management: The practice of being able to identify and handle conflicts sensibly, fairly, and efficiently.

Tips to handling conflict:

- Stay calm and take some time to breathe before approaching conflict.
 - If/ when a conflict is escalating, take a step away, don't allow a conflict to become physical.
- Approach the person in a safe and effective way.
- Don't confront someone in a large crowd, when alcohol is involved, or when you are in a stressful situation.
- If possible, understand how the person likes to be approached.
- Use "I feel," statements to avoid accusatory language.
- Be empathetic and open-minded to the other person's perspective.
- If you are concerned about your safety or the ability to have a productive conversation, find an unbiased party to serve as a mediator to the conversation.
 - This can be a judicial board, advisor, chapter leadership, etc.



Programs offered through the Office of Sorority & Fraternity Life on Empowering Students:

- Ethical Decision Making
- Bystander Intervention Training
- "Siblings Fight"
- Future Greek Leaders
- Greek Leadership Course
- Greek Leadership Summit

Visit <https://gogreek.utk.edu/programs/> to learn more about programs offered through the Office of Sorority & Fraternity Life

Programs and Resources offered on campus related to Empowering Students:

- VolsACT in-person training
- VolsACT online module

Visit <https://wellness.utk.edu/request-a-program/> to learn more about programs offered through the Center for Health Education & Wellness

Other resources for navigating conflict:

- [Office of Ombuds Services](#)
- Student Conduct & Community Standards offers the following courses:
 - Empathy
 - Conflict resolution
 - Dignity
 - Vols reach
 - Art of difficult conversations

WE'RE COMMITTED

to being well.

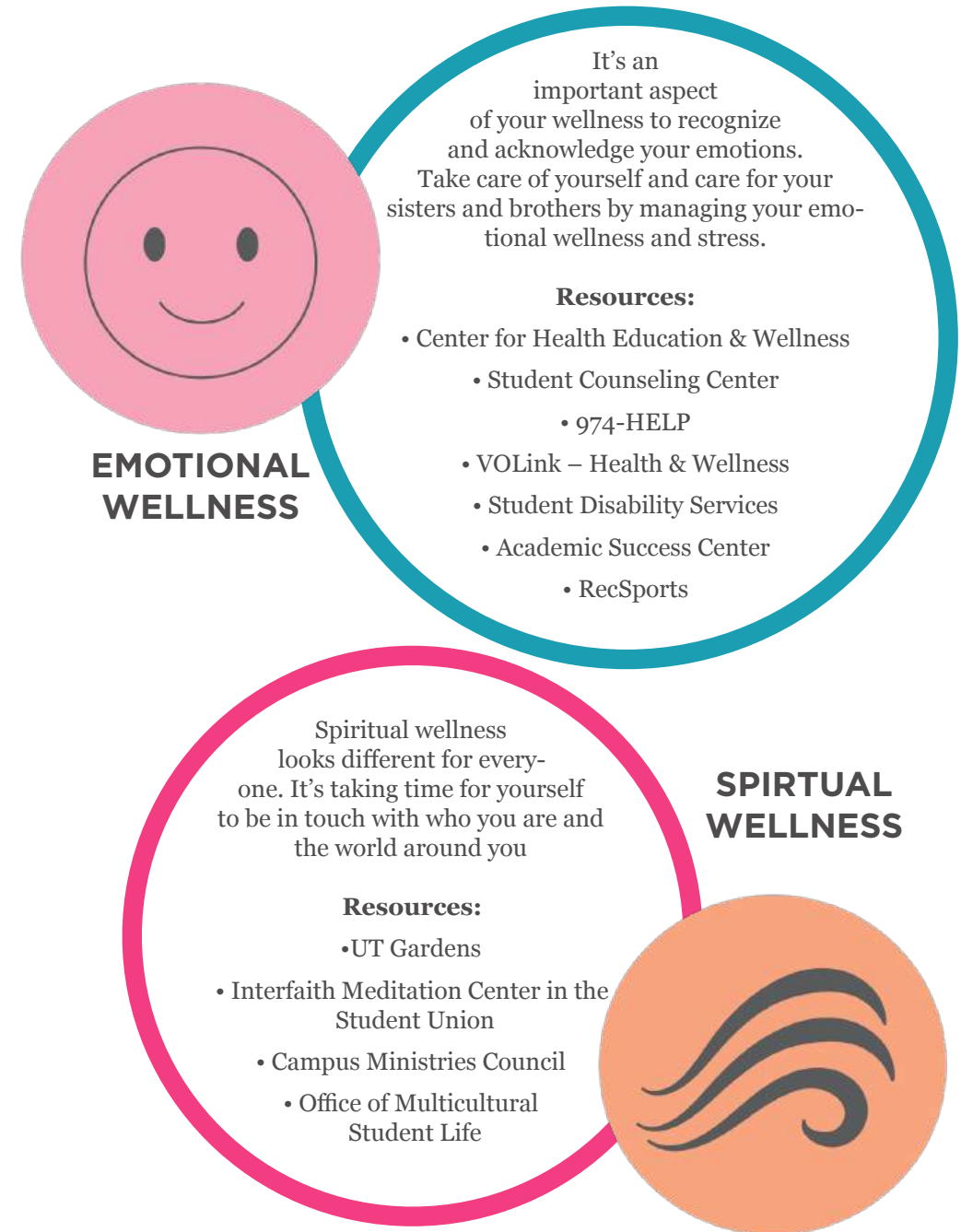
Prioritizing your wellbeing as well as your brothers and sisters is important.



8 Dimensions of Wellness



Below you will find information related to the 8 dimensions of wellness. Many of the resources are from the Center for Health Education & Wellness (CHEW) website. Visit <https://wellness.utk.edu/dimensions-of-wellness/> to learn more.





INTELLECTUAL WELLNESS

Intellectual development is more than just what you are learning in the classroom. Your fraternity and sorority experience can further your knowledge, and help you get a job!

Resources:

- Academic Success Center
- UTK Libraries
- Order of Omega – OSFL
- Division of Student Success
 - One Stop
- Center for Career Development & Academic Exploration
- Veterans Success Center

Prioritizing your physical wellbeing means more than just exercise and nutrition.

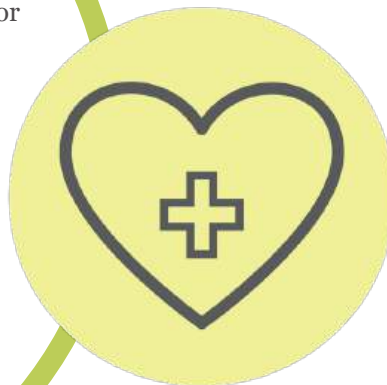
Tips for physical wellbeing:

- Regular exercise, regular sleep
- Managing health conditions – going to the doctor when you are sick or injured
- Eating three times a day

Resources:

- Student Health Center
 - TRECS
 - RecSports
- Center for Health Education & Wellness
 - Student Health Center Pharmacy
 - VOLink - Sport Club

PHYSICAL WELLNESS



Environmental wellness is about feeling safe and comfortable in spaces. This can mean making sure your house or apartment is clean and safe.

Resources:

- Environmental Health and Safety
- Office of Sustainability
- University Housing

ENVIRONMENTAL WELLNESS



Financial wellness can be stressful, especially as a college student. With Greek organizations, comes additional expenses. Take a look at these resources and tips around financial wellbeing and getting the support you need at UTK

Tips:

- Look out for scholarship opportunities and payment plans within your organization
- There may be both local and inter/national scholarships available
- Reach out to the person in your organization in charge of finances early in the semester to get on a payment plan.

FINANCIAL WELLNESS



Resources:

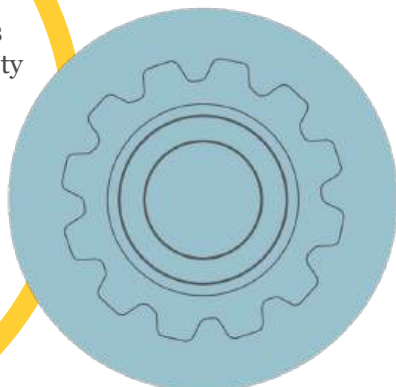
- Big Orange Pantry
- Smokey's Closet
- Center for Financial Wellness
 - One Stop

The network you build, leadership positions you hold and experiences you have an impact on your future career. Challenge yourself to build connections and learn from your sorority and fraternity experience.

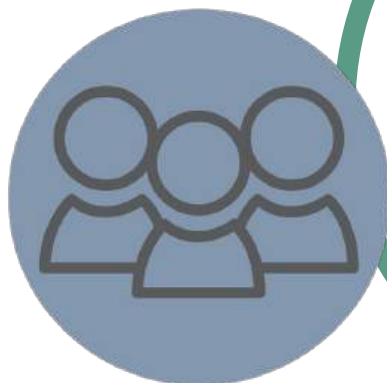
Resources:

- Center for Career Development
- UT Alumni Association
- Connect UT

OCCUPATIONAL WELLNESS



SOCIAL WELLNESS



The organizations affiliated with OSFL are all social fraternities and sororities. These social opportunities can have great benefits for your health. Don't forget to prioritize healthy relationships and set boundaries for yourself. And get involved in other areas of campus!

Resources:

- Center for Student Engagement
- VoLink

Programs you can request related to Being Well

- [Feeling Your Best at UT \(General Wellness\)](#)

Some information has been adapted from the Center for Health Education and Wellness at the University of Tennessee, Knoxville





to substance misuse awareness.

It's important to recognize the impacts of drug use and look out for the health and well-being of your brothers and sisters. This section will provide you with information and resources from CHEW around some of the most commonly used substances on college campuses.



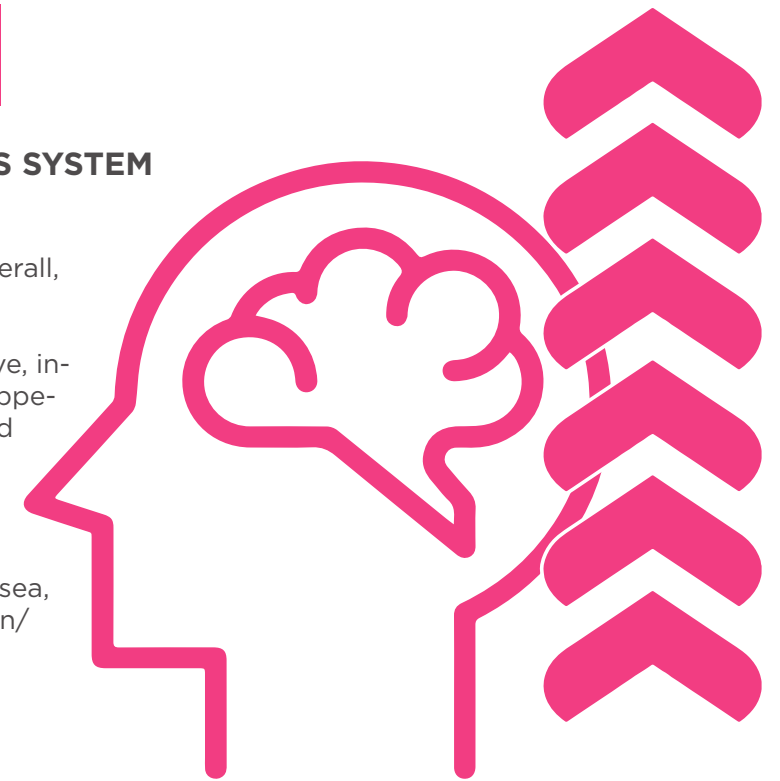
STIMULANTS

SPEED UP CENTRAL NERVOUS SYSTEM

Types: Cocaine, Amphetamines (Adderall, Methamphetamine)

Short-term effects: Energetic, talkative, increased BP and heart rate, reduced appetite, dilated pupils, sensitivity to sound and light

Signs of overdose: Anxiety, paranoia, hallucinations, irregular breathing, increased body temperature, nausea, uncontrollable movement, muscle pain/weakness, chest pain



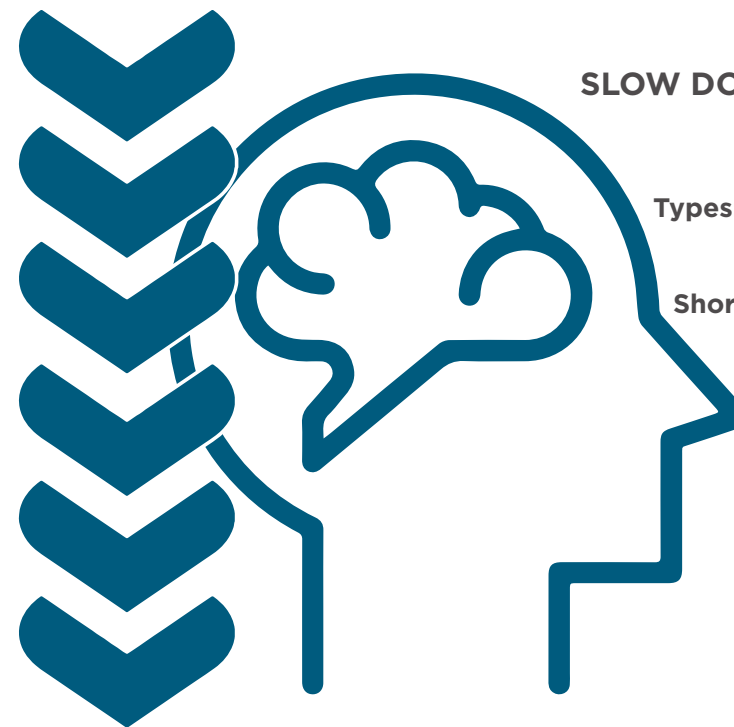
DEPRESSANTS

SLOW DOWN CENTRAL NERVOUS SYSTEM

Types: Alcohol, Benzos (Xanax, Rohypnol, GHB) Sedative Hypnotics(Ambien)

Short-term effects: Relaxation, slurred speech, altered mood, reduced inhibitions, slowed reaction time, slowed breathing, impaired movement, impaired memory

Signs of overdose: Shallow breathing, slow heart rate, clammy and/or cold skin, pale or bluish skin color, vomiting, unresponsive or unconscious



Information adapted from CHEW Health & Safety Summit Presentation, Spring 2022

Talking to a Brother or Sister about their substance use:



CONSIDERATIONS:

Find a good time

Be specific

Be aware of bias

Nonjudgmental tone

No stigmatizing language

Actively listen

Resources for students who are concerned about their own substance use or another student's substance use

974-HELP

<https://studentlife.utk.edu/care/>

Programs you can request related to substance misuse awareness

Drug Education Programs through the Center for Health Education & Wellness

<https://wellness.utk.edu/drug-education-program/>





to sexual misconduct awareness.

Supporting a brother or sister who discloses an experience related to sexual misconduct

Someone coming to you to disclose an experience with sexual misconduct can be overwhelming. This section will outline what resources The Office of Title IX can provide and how you can best support a brother or sister.

HELPFUL TERMS

Title IX - is a federal law that protects people from discrimination on the basis of sex in educational programs and activities.

The Office of Title IX - provides support and resources for individuals who have experienced sexual harassment, sexual assault, dating and domestic violence, stalking, sexual exploitation, and retaliation.

Confidential Resource - Information communicated to a Confidential Employee does not constitute notice or a report to the University of an incident of Prohibited Conduct. Information communicated to a Confidential Employee will not be shared with a Title IX Official, and the University therefore will be unable to use such information to investigate alleged Prohibited Conduct or to pursue disciplinary action against

the Respondent.

Click [here](#) for the list of confidential resources.

Private Resource - Information communicated to the Office of Title IX will be kept as private as possible, which means that the information will be shared only with the University employees whom a Title IX Official determines need to be involved in responding to the incident, except as required or permitted by law. When speaking with a Title IX Official, Complainants are free to limit the details they share while they decide whether to report an incident to the University.

Click [here](#) to review the Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking.

How to support a brother or sister:

- Believe them
- Thank them for trusting you
- Listen to them
- Remind them they are not alone
- Help them locate resources
- Respect the decisions they make
- Take time for self-care

What happens when someone contacts Title IX?

The individual can self-determine their next steps. An individual may choose to initiate a university investigation, or they may choose to only receive supportive measures. In both cases a student can receive supportive measures. A student is given the following resources and reporting options from Title IX.

How to contact the Office of Title IX:

- call 865-974-9600
- drop in - M-F 8 am–5 pm
- email titleix.utk.edu

When students meet with Title IX, they don't have to share any details about the experience they do not want to share, and they do not have to disclose the name of the person who harmed them.

Supportive Measures (Limited Action):

- No contact directives
- Academic assistance
- Housing accommodations
- Referrals to community resources
- Safety planning
- Assistance accessing UT counseling services

Initiate a Formal Investigation:

- [Office of Student Conduct & Community Standards](#)
- [Office of Investigation and Resolution](#)

Report to Law Enforcement:

- In the jurisdiction where the prohibited conduct took place

Resources:

Campus & Community Resources

Student Counseling Center*
Monday-Friday 10:00am - 3:30pm
865-974-2196

Student Health Center*
1800 Volunteer Blvd.
865-974-3735

Office of Title IX
1817 Melrose Avenue
865-974-9600

Sexual Assault Center of East Tennessee
865-522-7273

National Resources

- RAINN*
1-800-656-HOPE (4673)
- Love is Respect
- National Domestic Violence Hotline*
1-800-799-SAFE (7233)

**confidential resources*

For more resources and support visit titleix.utk.edu/get-help

PRESENTATIONS YOU CAN REQUEST RELATED TO SEXUAL MISCONDUCT AWARENESS:

- [Relationship & Sexual Violence Prevention \(RSVP\) with CHEW](#)
- Consent
- Healthy Relationships
- Sexual Health 101
- Vols ACT for Undergraduates (ACTive Bystander Training)
- Vols ACT Online Module
- Vols Care: Supporting Survivors of Sexual Misconduct



to mental health awareness.

Mental health is a significant need in our community, and we are committed to bettering the psychological and emotional wellbeing of our members.

Look out for signs of distress and the ways that people show up when they are experiencing mental health concerns.



The signs of distress for your brothers and sisters can show up differently. There are healthy and unhealthy coping mechanisms. Below are some examples:

- **Healthy:** deep breathing, increase in exercise, meditation, emotional awareness, and mental reframing
- **Unhealthy:** increase in drinking or substance abuse, lack of or drastic increased sleep, avoidance of issues, and under and overeating

How to support a brother or sister in crisis:

Questions to ask when you believe a brother or sister might be struggling with their mental health:

- Can we talk in private? I would love to check-in
- I've noticed _____. Are you okay?
- I have seen that you have been down lately. Do you want to talk about it?
- I am sorry that you are going through this. You don't have to go through this alone.
- Have you thought about exploring different resources on campus?
- Is it okay if I connect you with resources?

Resources to connect a brother or sister with:

IF THERE IS AN IMMEDIATE THREAT OF HARM TO THEMSELVES OR OTHERS CALL 911

- [Counseling Center](#)
- [Dean of Students Campus Resources](#)
- [Dean of Students Community Resources](#)
- [Counseling Training Center](#)
- [Center for Health Education and Wellness](#)
- **974-HELP** (865-974-4357) - You can also submit an online referral form
Following a 974-HELP referral an individual will be assigned a care coordinator who will connect someone with different resources and provide them with the support that they need.
- [UT Psychological Clinic](#)



*Some information has been adapted from the National Alliance on Mental Illness (NAMI).
www.nami.org/Blogs/NAMI-Blog/january-2019/self-help-techniques-for-coping-with-mental-illness*

A CULTURE OF CARE

Supporting your brothers and sisters through accountability

Standards Council/ Judicial Board Meetings are meant to be educational in nature. It is important to remember that the outcome assigned should repair the harm that their behavior caused and/ or provide the person with tools to improve themselves and avoid ending up in a similar situation again. If you do not see a topic or resource reflected that might be helpful, OSFL is here to support you in brainstorming appropriate sanctions for your members!

Tip: Outside of asking someone to pay restitution for an item they have broken, avoid fines because fines put a price on bad behavior.

The following are sanctioning opportunities that utilize resources at the University of Tennessee, Knoxville.

For instances where a member engages in risky behavior around alcohol:
Center for Health Education & Wellness (CHEW)

1. Alcohol Education Program (AEP) is an online module that provides information on safe drinking and ways to avoid risk. This is a baseline level program that could be assigned the first time someone engages in risky drinking behavior. Here is the link that you could share that instructs them how to sign up for it: <https://wellness.utk.edu/aed/>

2. ASICS (Brief Alcohol Screening and Intervention for College Students) is a brief intervention program for students that may be exhibiting significant risky drinking behavior repetitively. They would complete an online measurement of

their drinking habits and then have the opportunity to speak with a CHEW staff member about how to practice safer drinking. Here is the link that you could share that instructs them how to sign up for it: <https://wellness.utk.edu/basics/>

3. ECHECKUP TO GO is a self-assessment tool available for use by students to examine their own alcohol use. This program provides immediate personalized feedback and might be a good resource to assign along with a self-reflection. The answers they provide are strictly confidential.

For instances where a member engages in risky behavior around drugs
Center for Health Education & Wellness (CHEW)

1. Drug Education Program is a program that engages students in talking about drug use, safety information, and resources. This is a baseline level program that could be assigned the first time someone engages in drug use. Here is the link that you could share that instructs them how to sign up for it: <https://wellness.utk.edu/drug-education-program/>

2. Cannabis Screening & Intervention is a program that includes two one hour one on one sessions with a CHEW wellness coordinator. This could be a helpful program for someone that continues to abuse marijuana. Here is the link that you could share that instructs them how to sign up for it: <https://wellness.utk.edu/csi/>

3. ECHECKUP TO GO is a self-assessment tool available for use by students to examine their own cannabis use. This program provides immediate personalized feedback and might be a good resource to assign along with a self-reflection. The answers they provide are strictly confidential.

For instances related to bias (social media posts, microaggressions, bias comments, etc.)

1. The Dean of Students Bias Education is a great educational resource. Use this link to reach out to the Bias Education Coordinator and learn about one on one meetings and education they can provide individuals on a variety of topics. <https://bias.utk.edu/our-team/>

A “bias” is defined as any act that is motivated, in whole or in part, due to an individual’s age, race, ethnicity, disability, gender, gender identity or expression, immigration or citizenship status, marital status, national origin, veteran status, religion and/or religious practice, sexual orientation, socioeconomic status, weight, political affiliation, medical condition, mental health, or any combination of these or related factors.

For instances related to fire safety

You can connect members with individuals from Emergency Management and Environmental Health & Safety to have conversations around the impacts of their behavior. You may consider having them do this followed by a written reflection of some kind. Use this link to

Understanding the Organizational Student Conduct Process

Accountability is a necessary part of being a healthy and successful organization. If your organization is ever called to student conduct as a complainant or respondent, here are some helpful resources to set yourself up for success.

Important Terms:

Student Representative: A Student Representative is the student member representing the organization during the conduct process. It is typically the organization president, but other individuals may serve in the role if needed. It is

find the Fire Safety website with information to reach out to the appropriate offices. <https://prepare.utk.edu/ep/fire/>

For instances where someone could use education around empathy and treating others with respect

1. The Social Work Program has created “Finding Common Ground” which is a program intended to help students understand and increase empathy toward themselves and others, especially toward those who are different from them. To enroll the student, reach out to Hailey Flavin, hailey@utk.edu and she will enroll the student in the course through Canvas.

2. VolsACT Active Bystander Training module: <https://utk.instructure.com/enroll/AGBGWE>

3. Keep an eye on <https://calendar.utk.edu/> which promotes on campus educational programs that include these topics.

For instances where it would be helpful for someone to understand a legal perspective or potential outcomes for their future actions

UTPD has a Community Relations Unit who puts on different educational programs for UTK students. They could be a resource for a one on one conversation as well. Reach out to utpdcr@utk.edu to ask about specific topics or conversation you would like a student to have with an officer.

the organization’s responsibility to notify SCCS if the current president will not be the Student Representative.

Administrative Liaison: This is a staff member from the Office of Sorority & Fraternity Life who will serve as a resource to the organization during the conduct process.

Student Misconduct Investigator: A Student Conduct & Community Standards (SCCS) staff member who investigates alleged violations of the Student Code of Conduct. The investigator typically meets with witnesses,

Complainants, and/or Respondents. They also conduct Educational Conferences with the Student Organization Representative, Administrative Liaison, headquarters, and advisors. The investigator also makes recommendations to the organization regarding outcomes.

Advisor: Local advisors are permitted to attend Education Conferences and follow-up meetings between a student organization and SCCS, as an “Advisor,” defined in Section 5.3 of the Code. Please note that Advisors are not permitted to speak for or on behalf of a respondent/student organization.

Inter/National Headquarters Representative: The University of Tennessee believes in an active partnership with Inter/National and regional organizations to best address issue of misconduct. The Inter/National Organization and/or regional headquarters will be notified of an alleged violation prior to, and invited to attend, the organization’s Educational Conference with SCCS. When the nature of the allegations is more severe, the Administrative Liaison and/or SCCS may reach out sooner to respective entities.

Interim Restrictions: The vice chancellor for Student Life may impose interim restrictions prior to the conclusion of the student conduct process when the vice chancellor has reasonable cause to believe that a student organization’s continued presence poses a significant risk of substantial harm to the health, safety, or welfare of others or poses an imminent or ongoing threat to the disruption of, or interference with, the normal operations of the University. Interim restrictions are confirmed by notice to the organization that explains the basis for the interim restrictions and will remain in effect until the conclusion of the student conduct process.

Factors that Student Conduct & Community Standards (SCCS) considered when determining if an incident is an organizational violation:

- Did leadership know it was going on/help carry it out?
- Was it financed in any way by the organization?
- Is it related to initiation or a membership activity?

- How was the event advertised?
- Did it occur at a place where members/alumni live?
- Did the organization/members attempt to cover up the activity?

For more detailed information regarding what constitutes an organization violation, please see Section 2.4 of the Student Code of Conduct.

In some incidents, organizational and individual charges may be issued. If individual charges are issued, the conduct process for the individual may occur after the completion of the conduct process for the student organization. When SCCS issues individual charges, SCCS may also choose not to pursue organizational charges

Communication Tips for the Student Representative:

- Discuss how and what to communicate to all members with local advisory boards, inter/national or regional headquarters, and UT staff.
- Provide clear instructions for members regarding what they can and cannot do if interim action from the inter/national organization and/or UT is issued.
- Help members understand that their response and cooperation during conduct processes can impact the overall outcome for both the organization and the individual student. Additional violations may be issued if there is a pattern of withholding, lying, or distorting information during an investigation.
- Do not coach members on what to say or how to answer potential investigation questions.
- Encourage members to be open and honest about their own specific experiences. When investigations occur, members should share their own perspectives and accounts.
- Retaliation is strictly prohibited and is cause for additional disciplinary action. Describe retaliation to members and remind them not to participate in behaviors that could be considered retaliatory.
- If members are removed from the chapter by the internal organization or inter/national/regional organization processes, help remaining members understand expectations regarding

their interactions with the members who have been removed.

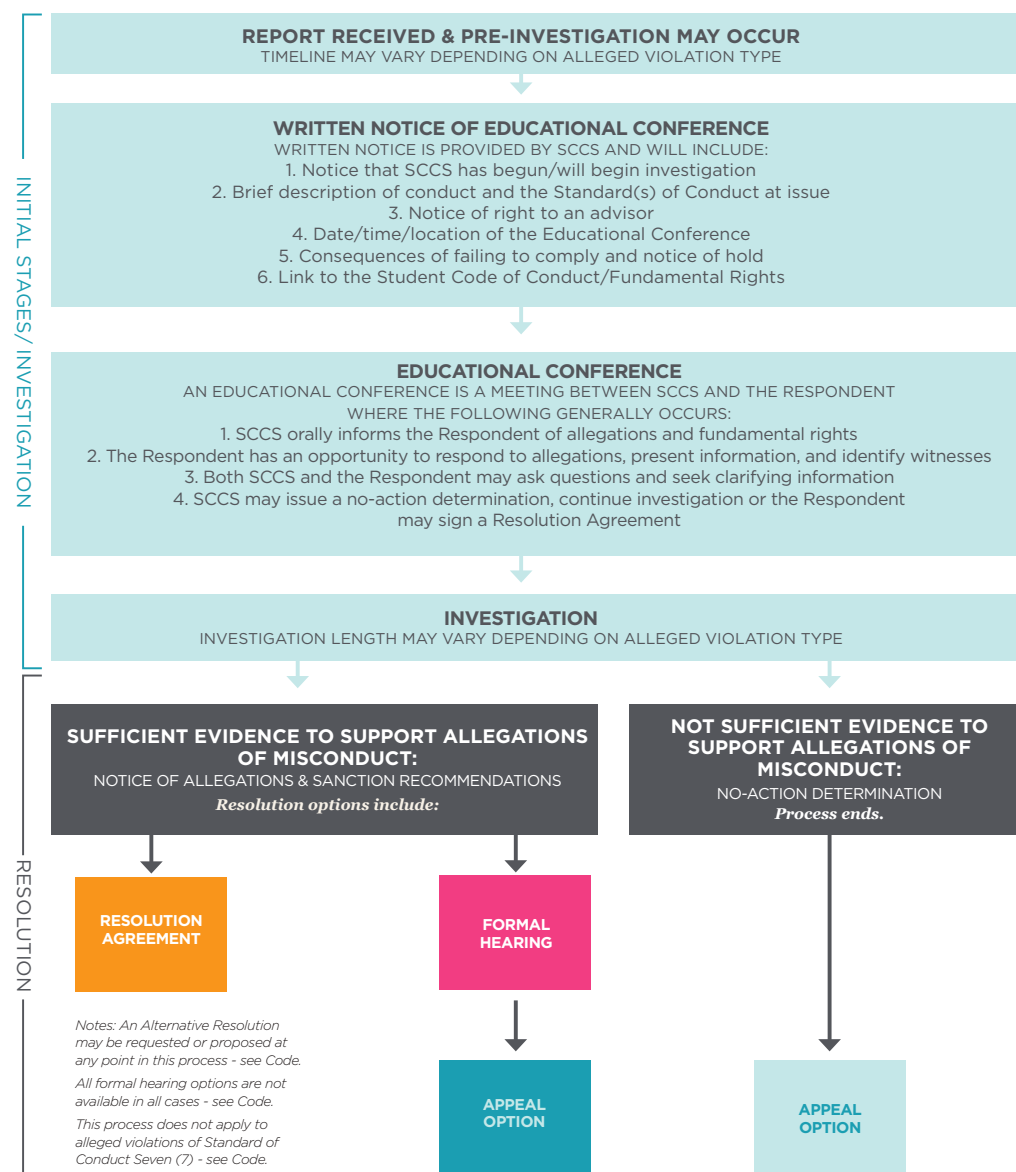
- Share information related to the conduct process with members. SCCS or an Administrative Liaison can address the organization membership and help answer questions.
- Communicate promptly with SCCS regard-

ing the scheduling of meetings, the status of requested information, and the completion of developmental sanctions issued to the student organization.

For more information related to the Organizational Conduct process, visit the [Student Conduct & Community Standards website](#).

STUDENT CONDUCT & COMMUNITY STANDARDS (SCCS)
STUDENT CONDUCT PROCESS

When a student or registered student organization faces an alleged violation, the process below is followed.



This document is a summary of the student conduct process. In the event of a conflict between the summary and the Student Code of Conduct, the Code governs.



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

OFFICE OF SORORITY &
FRATERNITY LIFE

Student Union, Suite 193
1502 Cumberland Ave
Knoxville, TN 37916

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