

Phi Kappa Nu Alcohol Responsibility Policy

Last Revised: 02/13/2006

- I. Statement on Responsible use of Alcohol:
 - A. The Brotherhood of Phi Kappa Nu, in its pursuit of excellence, rejects the notion that alcohol should be at the center of our pledging process. As such, irresponsible use of alcohol during any Phi Kappa Nu sanctioned event by any member(s) may result in the reprimand of said member(s) by the Brotherhood.
 - B. Herein, “irresponsible use of alcohol” shall include any of the following:
 - i. any action involving alcohol resulting in disciplinary action by a Cornell College authority or in legal action within the Court.
 - ii. consuming alcohol while under obligation to stay sober.
 - iii. any action involving alcohol that a two-thirds majority of the active membership deems irresponsible.
- II. Policies
 - A. The Brotherhood of Phi Kappa Nu recognizes that Presidents and PM’s hold vital roles in the pledging process. As such, at least one member of the Triumvirate and two PM’s must maintain full use of their mental faculties for the duration of any one given day, each day of the pledging process. Of these three, one must remain completely sober for the duration of any one given day, each day of the pledging process.
 - B. All members acknowledge the presence of Iowa, Federal and local laws, as well as the policies and regulations of non-governmental entities with Judicial authority over them such as Cornell College, and the policies and ordinances of sub-governmental agencies, such as the Iowa Department of Natural Resources and the Linn County Soil and Water Board, along with applicable federal agency regulations and duly entered into, signed and ratified treaties; both those between the United States and the various Indian tribes and between the United States and other Sovereign nations as well as those such applicable polices as have been and may be promulgated by the United Nations, NATO and other Trans-National entities of which the United States is a member.
 - C. All members must be completely sober for the history talk, family voting, and activation.

- D. The Brotherhood is committed to providing safe transportation to all Phi Kappa Nu sanctioned events. Specifics regarding sober driving over pledging will be determined as part of the pledging schedule. Any member(s) in violation of that policy shall face immediate reprimand, as outlined below, within the Brotherhood.
- E. No member of Phi Kappa Nu shall force another member into a position of excessive mental or physical discomfort. All members reserve the right to refuse participation in any activity. Any member found to be in violation of this policy shall be subject to deactivation procedures as outlined in the Constitution.

III. Procedure for cases brought before the Court or the Cornell Judicial Board

- A. If charges are brought against any member(s) in a court of law or the Cornell Judicial Board, the person(s) will immediately be placed on probation. Being on probation prohibits any consumption of alcohol by the member(s) before or during any Phi Kappa Nu endorsed event. The member(s) may still participate in events; these events include meetings and voting. Full membership will still be granted to the accused.
- B. The Brotherhood of Phi Kappa Nu will defer judgment to the Cornell judicial process or that of the Court. Upon which, the member will either be taken off of probation if innocent or upon completion of the terms of the ruling by the Court or the College, and at that time, the member will regain all rights and privileges of membership in Phi Kappa Nu.
- C. If Cornell finds it necessary to force suspension or probation upon the individual, then he will not remain an active member for any blocks off campus.
- D. If the accused member does not comply with group standards and decisions or does not comply with the terms of the ruling, the process of deactivation shall commence in accordance with Article VI § A(1)d of the Constitution.

IV. Procedure for cases within the Brotherhood of Phi Kappa Nu

- A. If any person, either member or nonmember, wishes to file a grievance with the Brotherhood claiming a violation of this policy, he or she may do so by submitting their grievance in writing to the Triumvirate before or at the next regularly scheduled meeting or by submitting their grievance verbally or in writing to the Triumvirate or a PM during the pledging

period (See §VI (A)).

- B. Any grievances received during the pledging period will be shared immediately by all available members of the Triumvirate and available PM's. A consensus will be required to take any action against a member against whom the grievance has been brought. Appropriate action by the Triumvirate and PM's may include, but is not limited to, requiring a member to discontinue any consumption of alcohol for any duration of time, requiring a member to immediately leave any pledging event, and/or prohibiting the attendance of a member at any pledging event. Any grievances brought in this manner will continue to proceed through the process outlined in §IV (C-D).
- C. Any grievances will be read aloud by the Triumvirate at the first regularly scheduled meeting after the pledging period. Any grievances which were brought orally during the pledging period must be put into writing at this time to be considered valid. If the Triumvirate determines that additional facts or information must first be obtained in order for the group to come to a conclusive decision, they must collect this information before the second regularly scheduled meeting following pledging. The accused member may also organize any defense that he feels is appropriate.
- D. Voting will occur at the second regularly scheduled meeting following pledging. At this meeting, the accused member will have a chance to defend himself in front of the group. After doing so, the group will have discussion with the member present, so he can provide a rebuttal if he feels necessary. After discussion occurs, the member will leave the room, and voting will take place. A three-fourths majority will be required in order for the individual to be reprimanded.
- E. Reprimand by the Brotherhood of Phi Kappa Nu must include the following:
 - i. at least 1 month of social probation (sober driving duties will accumulate and must be made up by the member before he can consume alcohol at any Phi Kappa Nu endorsed event)
 - ii. immediate loss of the leadership fold for the current cycle
 - iii. a fair deadline for the sanctions to be completed
- F. Reprimand by the Brotherhood of Phi Kappa Nu may also include the following upon a three-fourths majority vote:
 - i. removal from office if said member is an elected official representing the Brotherhood
 - ii. attendance to at least one alcohol awareness meeting sponsored by the College

iii. other sanctions as deemed appropriate

G. If the member does not comply with the ruling of reprimand by the Brotherhood, the process of deactivation shall commence in accordance with Article VI § A(1)d of the Constitution.

V. Procedure for Informing Members of Policy

A. All active members participating in pledging must sign this policy before pledging begins. Any member that has not signed this policy by that time will be ineligible to participate in any pledging activities. The Brotherhood of Phi Kappa Nu recognizes diversity of opinion, and as such, no member choosing not to participate in pledging can be compelled to sign this policy.

B. All new members must sign this policy when they state their acceptance of their bid at the first pledging event. New members will be encouraged to read the document, and appropriate time will be provided for them to do so. New members will be given this policy along with their bid. A PM or a member of the Triumvirate will explain this policy on bid night. New members can not be questioned as to their acceptance of their bid while in review of this document.

VI. Statement of Time

A. This policy shall only be in effect for the pledging period for which it is passed. This policy shall go into effect at 3:00 p.m. CST on the Wednesday of pledging and shall become null and void after activation on the following Sunday.

B. Section A shall not be construed to mean that any punishments incurred by individuals while this policy is in force are vacated when the policy expires (See §VI (A)). Any nullification of this policy will not inhibit the enforcement of §III or §IV if the action being adjudicated occurred when this policy was in full force and effect.