



# PHI DELTA THETA

*Become the greatest version of yourself*

## Commitment to Safety

The brothers of the Illinois Beta Colony of the Phi Delta Theta Fraternity at the University of Chicago have published a comprehensive safety policy for all of our events, and it has been signed by all current members of our fraternity. It is outlined below.

### **I. Preamble**

We, the brothers of Phi Delta Theta, are committed to preventing sexual violence, harassment, and misconduct of any kind at the University of Chicago. We recognize that we have both the moral duty and the social responsibility to create an environment where sexual violence is neither accepted nor ignored.

All instances of sexual misconduct are unacceptable. We will establish our requirements for **II. Education, III. Prevention, IV. Response, and V. Accountability and Transparency**. Additionally, we provide information about **VI. Title IX at UChicago, VII. Contacts, and VIII Campus Resources**.

### **II. Education**

- i. All members will attend an education session with a representative from either the University of Chicago's Resources for Sexual Violence Prevention or Title IX departments every fall quarter.
- ii. Phi Delta Theta will incorporate mandatory sexual assault prevention training administered by a third party into the new member education program, in addition to the seminar above.

### **III. Prevention**

- i. The contact information for the Fraternity President and Risk Manager(s) will be made publicly available at least 24 hours prior to the beginning of any social event.
- ii. At any social event, Phi Delta Theta will designate a minimum of three brothers to act as sober monitors. These selected gentlemen must be readily available, prepared to respond in the event of an emergency, and will be easily identifiable by similar bright clothing. These brothers are required to monitor activities surrounding the living quarters and the broader premises and will intervene in any potential situation of sexual misconduct.
- iii. If a social event requires a brother to be working the door, that doorman will be sober.
- iv. If a social event involves a brother bartending, that bartender will be sober.
- v. At any social event, water will be readily available in a sealed, clearly labeled water container throughout the duration of the event. If an event takes place on multiple floors, there will be at least one water container per floor.
- vi. At any social event, guests will be required to show their UCID at the door prior to entering.
- vii. All beverages will be served in front of the guests.
- viii. Unattended or abandoned beverages will be disposed of by brothers.
- ix. If a brother learns that an individual has been accused of sexual misconduct, the individual will be added to a list.
- x. Phi Delta Theta will not invite anyone on the above list to an event.
- xi. A sober brother will be stationed at the entrance to every event and will deny entrance to any individual who appears severely intoxicated, as intoxication greatly increases the risk of sexual misconduct.
- xii. If a guest witnesses an act of sexual misconduct, the guest is encouraged and welcome to report the act to any fraternity member. The notified member will be responsive and will intervene in the situation.



# PHI DELTA THETA

*Become the greatest version of yourself*

xiii. Every member who suspects or witnesses an individual pose a threat to safety or behave in an inappropriate manner will remove that individual from the event.

## **IV. Response**

- i. Phi Delta Theta maintains a zero-tolerance policy on sexual misconduct.
- ii. If brothers of Phi Delta Theta become aware of an instance of sexual violence at a social event, the event will be immediately shut down.
- iii. If any member of Phi Delta Theta is accused of sexual assault, that member is to be suspended effective immediately from all fraternity events, pending the results of any police or university investigations. The procedures for reinstatement are available in Phi Delta Theta's publicly available safety procedures.
- iv. Every member will be receptive to hearing an allegation of sexual misconduct. The notified member will relay all relevant information to the President, Vice-President, Warden, and Risk Manager
- v. An allegation can consist of, but is not limited to any text, conversation, photo, or piece of evidence that explicitly mentions or alludes to sexual misconduct.
- v. Any person who submits an allegation will remain anonymous unless he or she agrees to release his or her identity.
- vi. The Chapter will review all relevant information and decide on a punishment.
- vii. Any member found responsible of sexual assault by the University, CPD, UCPD, or by Phi Delta Theta itself will be expelled from the fraternity by means of Phi Delta Theta's national fraternity policies.
- viii. If a sober monitor fails to do their job by failing to complete their shift, not showing up, or being intoxicated, that brother will receive a three event suspension.

## **V. Accountability and Transparency**

- i. The members of Phi Delta Theta will review our Commitment to Safety document on a bi-monthly basis, ensuring all members have signed and understood our commitment.
- ii. At all Phi Delta Theta public events, a Facebook page will include our Commitment to Safety document. Additionally, upon request, a copy of Phi Delta Theta's Commitment to Safety will be provided.

## **VI. Title IX. Of the University's Policy on Unlawful Discrimination and Sexual Misconduct**

“Sexual misconduct encompasses a range of conduct, from sexual assault (a criminal act that the U.S. Department of Education defines as sexual harassment) to conduct such as unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute unlawful harassment, depending upon the specific circumstances and context in which the conduct occurs. For example, sexual advances, requests for sexual favors, or sexually-directed remarks or behavior constitute sexual harassment when (i) submission to or rejection of such conduct is made, explicitly or implicitly, a basis for an academic or employment decision, or a term or condition of either; or (ii) such conduct directed against an individual persists despite its rejection.”

## **VII. Contact Information**

Zack Fattore - President (219) 895-3869  
Harish Vishnuraman - Vice President (614) 318-3363  
Hugo Williams - Risk Manager (405) 320-1212  
Milo Last-Yuen - Warden (434) 422-2855



**PHI DELTA THETA**  
*Become the greatest version of yourself*

### **VIII. Campus Resources**

University of Chicago Police Department (UCPD): (773) 702-8181

Sexual Assault Dean-on-Call: (773) 834-4357

Resources for Sexual Violence Prevention (RSVP): (773) 834-7738

Shea Wolfe, *deputy Title IX coordinator for students and associate dean of students in the University:* (773) 702-0438

Jeremy Inabinet, *associate dean of students in the University for disciplinary affairs:* (773) 834-4837

Bridget Collier, *associate provost and director, Office for Equal Opportunity Programs; Title IX coordinator for the University:* (773) 702-5671

Elizabeth Honig, *assistant director, Office for Equal Opportunity Programs:* (773) 702-4913