

Purpose: These scenarios help identify some gray areas of the alcohol policy and procedures that will need to be taken into consideration. Some focus on consideration of what constitutes a Kappa Psi event. Others focus on how troublesome situations can be prevented, and the final one considers potential consequences of violations.

Scenario 1:

Members from ____ Chapter organize a BYOB event at the chapter house around Halloween to which both members and pledges are invited. While it is not at all required to attend, it had good attendance from members, pledges, and guests, who were all dressed in Halloween costumes. At the event, one of the members began to vomit after he had consumed a large amount of alcohol. A group of members went to the member who had gotten sick to ensure he was OK and got him home safely. While it turned out that brother was not in more serious danger, other members were concerned about the safety of brothers in the future.

1. Were any risk management policies violated?
 - a. Why or why not?
 - b. If there was a violation, was it a mild, moderate, or severe infraction?
2. Does this event constitute a KY event? What do you think constitutes a KY event?
3. What are some of your concerns in regards to this situation?
4. What are some behaviors that would be deemed inappropriate for a Brother?
5. What were some of the good things that members did in this situation?
6. If the sick member had instead been a pledge, how might this situation change?
7. What could the members do in the future to prevent a situation like this from happening again?

Scenario 2:

____ Chapter holds a semi-formal event every year in which members are charged \$10 to cover the cost of the event. This year, the invitation for the event went out to the chapter, and the Regent was subsequently contacted by the GCDs because the invitation indicated there would be an open bar at this event. At the previous chapter meeting (at which no GCD was present), the members had discussed who would be interested in bartending this year. One of the GCDs expressed deep disappointment as he informed the regent about the breaches in risk management policy.

1. What risk management policies were violated?
 - a. Was this a mild, moderate, or severe infraction?
2. What are some next steps the Chapter can take in this situation?
3. How could this situation have been prevented?
 - a. Who, specifically, is responsible for making sure all events comply with risk management policies?
 - b. If a chapter member believes a risk management policy has been or will be violated, does he/she have an obligation to speak up? If so, how might he/she address the situation?

Scenario 3:

Members from ____ Chapter held college-style party in which alcohol, drinking games, and loud music were present. While the chapter had made arrangements to have 2 brothers check IDs, the designated people did not show up. As the party got louder, one of the neighbors contacted local police to file a noise complaint. Ten minutes later, the police knocked on the door and demanded to see everyone's ID. Not every underage attendee was able to sneak out, and citations were handed out for both underage drinking and excessive noise. The chapter's Regent, concerned about the potential consequences, contacted the GCDs for advice.

1. What risk management policies were violated?
 - a. Was this a mild, moderate, or severe infraction?
2. Does this constitute a Kappa Psi event?
3. What are some next steps the Chapter can take in this situation?
4. How could this situation have been prevented?
5. What are the potential consequences for members involved in this situation?
 - a. Consequences from the Fraternity
 - b. Consequences from the School of Pharmacy
 - c. Consequences from the citations issued by law enforcement

Purpose: These scenarios help identify some gray areas of the pledging process that will need to be taken into consideration. Some focus on different perspectives of Brothers vs. pledges and GCDs vs. the Chapter. Others have elements of having to make tough decisions that may dramatically change the way a certain Chapter does things from the past.

Scenario 1:

Therese, the Pledge Master of ____ Chapter, worked hard during the summer to plan out a great pledging season. The chapter was known for its rigorous pledging process in the past, and she wanted to continue on with the traditions. Making the process fair, yet challenging was one of her goals. As the pledging season went on, she began to hear stories from some pledges about certain Brothers that were extremely tough, and some of them may have “crossed the line.” However, no one had expressed a formal complaint, because they were scared it would impact whether or not they get into the Fraternity at the end of the process.

Therese decided to speak with the identified Brothers and found that some of them had kept quizzing some pledges for 30 min at a time, was extremely hard in their quizzing of the required materials, and some also seemed to be condescending. The Brothers had repeatedly expressed the ways in which they have grown through their pledging process (eg, thinking on their feet, time management, dealing with stress), and the “complaints” from the pledges were just the pledges being too “soft.”

1. Were any risk management policies violated?
 - a. Why or why not?
2. What are some of your concerns in regards to this situation?
3. What are some behaviors that would be deemed inappropriate for a Brother?
4. What are some ways your Chapter can do to try and get every Brother on the same page?

Scenario 2:

____ Chapter traditionally holds events for pledges to get to know each other as well as the Brothers after school. Some of these events last for hours, and many times, participants of the event ends up socializing at local bars afterwards. This year, many of the pledges commute from home to school and some have expressed concerns about the length of time of the events. Some pledges also feel they are obligated to go out to the bars afterwards. The Chapter’s newest GCD was approached by a pledge for a second opinion, and as a result, the situation was escalated to the Executive Board of the Chapter. The GCD had no idea of these events, and would like to shut down the whole process.

1. Were any risk management policies violated?
 - a. Why or why not?
2. What are some next steps the Chapter can take in this situation?
3. What are some ways your Chapter can facilitate communication with your GCD throughout the pledging process?
4. What changes would you make, if any?