Phi Mu Alpha Sinfonia

Risk Management Policies

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PHI MU ALPHA SINFONIA FRATERNITY
POLICY ON HAZING
revised 2/2003

Article III, Section Four of the General Regulations for Collegiate Chapters strictly prohibits hazing:

Under no circumstances shall members indulge in any form of hazing, including but not limited to public or private harassment that in any way might be personally degrading, embarrassing, or destructive of life, limb or property, or that might bring discredit to the reputation of the Fraternity. Chapters that violate this provision shall be subject to disciplinary action pursuant to Article XIV of the National Constitution. Individual members who violate this provision shall be subject to disciplinary action pursuant to Article XV of the National Constitution.

For the purpose of clarification:

- The National Constitution defines four classes of membership: Probationary, Collegiate, Alumni, and Honorary. In this document, “member(s)” refers to ALL classes of membership.

- Consent is NOT a defense to hazing.

- The definition of hazing observed by the Fraternity shall include, but is not limited to, the following specific activities:
  1. Verbal or physical harassment in individual or group situations.
  2. Interrogation under stress or unusual circumstances, commonly referred to as “line-ups,” “rack-sessions,” or “grills.”
  3. Forced calisthenics or other unusual exercises.
  4. Forced consumption of alcohol or drugs.
  5. Prolonged deprivation of sleep and/or food.
  6. Activities which would force members to wear attire which is inappropriate or to conduct themselves in a degrading or otherwise humiliating manner.
  7. Activities which require members to violate the law or the code of conduct of the host institution.
  8. Transportation of members under unusual circumstances, or abandonment of members in isolated areas, which could place the safety of members at risk, including activities commonly referred to as “drops,” “kidnaps,” “walk-outs,” “roust-outs,” or “active pay-backs.”
  9. Activities which involve unusual or dangerous environments including forced transportation across or through bodies of water, fire, underground caverns, abandoned buildings, areas of dangerously rough or precipitous terrain, towers, rooftops, bridges, dams, or other similarly dangerous exposure to the elements.
  10. Paddling or striking members in any fashion.
  11. Forced consumption of food, or forced consumption of unusual or potentially harmful substances or compounds.
  12. Blindfolding, except as specified in the current version of the initiation ritual and only for the formal initiation ritual.
13. Activities which place members under emotional or psychological duress through misleading or misdirecting statements, sensory deprivation or abusive behavior, including but not limited to activities commonly referred to as “trust tests,” “trust walks,” or “goat rides,” and the practice of leading one or all probationary members to believe that they have failed to meet the necessary requirements for initiation in order to produce anxiety.

14. Activities which require unnecessary, trivial or demeaning personal servitude.

15. Interfering with any member’s ability to meet the academic requirements of the sheltering institution, such as placing excessive demands on his time or hindering his attendance at classes or rehearsals.

16. Forcing members to engage in inappropriate, degrading or unusual behavior of a sexual nature.

17. Informal initiation ceremonies which combine any or all of the above activities or activities of a similar nature, commonly referred to as “informals,” “hell night,” or “goat rides,” which detract from the impact of the formal initiation ceremony or in any way contradict established principles of fraternity conduct.

18. Requiring or requesting consent to be hazed.

Chapters that are accused of violations of this policy will be subject to the Fraternity’s Protocol for Hazing Allegations. Individuals who are accused of violations of this policy may be subject to discipline under the provisions of Article XV of the National Constitution and any member who consents to be hazed also may be subject to discipline under Article XV of the National Constitution.

Hazing has no place in Phi Mu Alpha, and is in direct contradiction to the most basic values of the fraternity. Each member and each chapter must take the steps necessary to eliminate hazing once and for all, in order to ensure that the benefits of Sinfonia will continue to be available to future generations.

We live in an extremely litigious society, and hazing is a criminal offense in most states. Taking part in hazing activities may result in criminal prosecution and often results in civil litigation that easily can bankrupt individuals, cause the premature demise of otherwise successful chapters, and ultimately threaten the survival of the fraternity itself. One senseless act can erase in seconds a tradition that has taken years to build, and no amount of money can replace a human life needlessly lost. Phi Mu Alpha expects each brother to hold the welfare of his fellow and future brothers as a personal responsibility of the highest order.
PHA PHI MU ALPHA SINFONIA FRATERNITY
PROTOCOL FOR HAZING ALLEGATIONS

I. Reporting/Notification

As soon as practicable by the most immediate means possible, any person who has knowledge of a hazing incident that has taken place or is planned shall notify at least one of the following individuals: the Faculty Advisor of the chapter in question, the Province Governor of the province where the activity occurred or is planned, any member of the National Staff, the Chairman of the Commission on Standards (COS), or the National President. Each of those named individuals shares concurrent responsibility to notify each of the other named individuals, such that all named individuals shall know about the allegations as soon as practicable. The Chairman of the COS also shall notify the other Commissioners. The National President also shall notify the other members of the National Executive Committee (NEC) only of the activation of the Protocol.

II. Preliminary Investigation

A. Definition, responsibility and purpose. A member or members of the National Staff, in consultation with the COS, shall conduct a preliminary investigation of the hazing allegations. No individual may investigate any chapter with which he is or ever was an active member. The preliminary investigation may take place through telephone interviews or other long distance communication. The purpose of the preliminary investigation is to determine if there is probable cause to continue the disciplinary process by imposing initial discipline under Section III of this procedure and, if the chapter is suspended, conducting a thorough investigation under Section IV of this procedure.

B. Reporting. Each investigating staff member must prepare a written report of his findings, including his recommendation as to appropriate disciplinary action, and must submit his report to the COS and the National President within ten (10) days of the date the National Staff initially was notified of the allegations. If any staff member requires additional time to conduct the preliminary investigation and/or prepare his report, he may seek an extension of time from the Chairman of the COS. Extensions shall be granted freely for good cause shown.

III. Initial Discipline

Based on the findings and recommendation of the staff member(s) who conducted the preliminary investigation, the chapter in question may be placed on probation or suspension in accordance with the National Constitution. Initial discipline shall be imposed where the findings of the preliminary investigation suggest that the hazing allegations have a reasonable likelihood of being truthful.

A. Probation. An order of probation shall enumerate both the conditions that the chapter must meet before the probation can be lifted and the time frame in which they must be met. A chapter on probation may conduct its usual business except to the extent that it is limited by the order of probation. A chapter that does not meet these conditions in the allotted time may be subject to further discipline, including suspension or expulsion.

B. Suspension. A chapter may be suspended for a maximum of sixty (60) days, during which time the chapter may not conduct any business or activities (including but not limited to meetings, fund raisers, musical performances, service projects, rituals, rush functions or social functions) as an entity of Phi Mu Alpha Sinfonia Fraternity. The suspension period should be arranged to run as much as possible while school is in session. During the period of suspension, a thorough investigation of the hazing allegations shall be conducted, a report or reports shall be generated, and further disciplinary action shall be taken if necessary, pursuant to Section IV of this procedure. Following the procedure described in Section IV of this procedure, but in no case more than sixty (60) days after the order of suspension, the chapter in question may be returned to active status, placed on probation, expelled, or its individual members may
be subject to discipline, pursuant to the National Constitution. If no action is taken by the end of the sixty-day suspension period, the chapter in question shall be placed on probation.

C.  Further notification – sheltering institution. The National Staff, in consultation with the COS, shall notify the appropriate officers and administrators of the institution where the chapter in question is housed of the initial discipline imposed, if any. These officers and administrators should include the chair of the music department or school and the individual(s) responsible for student activities; they may include, if appropriate, administrators responsible for public safety, residence life, judicial affairs and Greek life. The National Staff also shall maintain regular contact with the appropriate officers and administrators of the institution as the procedure continues, in order to apprise them of the status of the Fraternity’s investigation.

IV. Thorough Investigation

A thorough investigation shall be conducted for any chapter suspended for alleged hazing activity.

A. Investigating officers. Three individuals shall conduct the thorough investigation: (1) a member of the National Staff, appointed by the National Executive Director; (2) the Province Governor or, if he is ineligible or unavailable, the Deputy Province Governor; and (3) a member of the COS, appointed by the Chairman of the COS. No individual may investigate any chapter with which he is or ever was an active member. In the event an investigator in any one or more of those three categories cannot be selected, the Chairman of the COS shall appoint a replacement, unless the Chairman of the COS is or ever was an active member of the chapter under investigation, in which case the National Executive Director shall make the appointment(s).

B. Timetable, reporting and outcome. The actual investigation should take place during the first thirty (30) days of the suspension period. Each investigator shall prepare a written report, including his recommendation of further disciplinary action, if any, and submit it to the COS, through the National Staff, no later than forty-five (45) days after the start of the suspension period. The National Staff shall prepare and distribute copies of each report to the COS as well as all persons previously notified of the allegations pursuant to Sections I. and III.C. of this procedure. The COS shall render its decision on further discipline, pursuant to the National Constitution, no later than sixty (60) days after the start of the suspension period, i.e., the end of the suspension period. If no action is taken by the end of the sixty-day suspension period, the chapter in question shall be placed on probation.

V. Outcome and Appeals

A. Outcome. Based on the reports and recommendations of the investigators following the thorough investigation and within sixty (60) days of the start of the suspension period, the COS shall render a decision on further discipline pursuant to the National Constitution for any chapter(s) and/or individual Brother(s) alleged to have been involved in hazing activity.

1. Chapters. (a) The COS may return a chapter to active status, in which case it recovers all the rights and privileges of a chapter in good standing. (b) The COS may return a chapter to probation as described in Section III.A. of this procedure, with a list of activities that must be completed before probation can be lifted. (c) The COS may expel a chapter from membership in Phi Mu Alpha Sinfonia Fraternity.

2. Individual Brothers. The COS may expel one or more individual Brothers from membership in Phi Mu Alpha Sinfonia Fraternity.

B. Appeals. Pursuant to the National Constitution, any chapter or individual Brother may appeal a disciplinary action by the COS to the NEC.
PHI MU ALPHA SINFONIA FRATERNITY
POLICY ON ALCOHOL

In order to ensure the continued welfare of both its individual members and its collegiate chapters, and in recognition of the potential damage to individuals and to the Fraternity which can result from substance abuse, Phi Mu Alpha Sinfonia Fraternity has established the following guidelines on the use of alcohol in the course of activities sponsored by local chapters:

1. Phi Mu Alpha supports the trend toward a "dry rush" policy on many campuses, and prohibits the use of alcohol as a recruitment tool. It is expected that chapters conduct themselves according to both the codes of conduct of host institutions and prevailing laws regarding the use of alcohol, and given that a significant proportion of prospective members are under the legal drinking age, the fraternity views the provision of alcoholic beverages at occasions where such members are present as inappropriate.

2. In the instances that persons of legal drinking age wish to partake of alcoholic beverages at functions which are sponsored wholly or in part by chapters of Phi Mu Alpha Sinfonia, only members of the chapter who are of legal drinking age shall serve alcohol, and those serving alcohol shall be responsible for ensuring that those who drink are of legal age in accordance with prevailing regulations. Members of Phi Mu Alpha who serve minors alcoholic beverages, either wittingly or unwittingly, shall not be indemnified against the penalties which may result.

3. Chapters which choose to incorporate alcohol consumption by persons of legal drinking age in social functions shall be deemed hosts, and shall be responsible for the safety of those in attendance at such functions. In such cases, chapters shall be expected to provide "designated drivers" or other safe transportation from the event for those attendees who are legally intoxicated and unfit to operate motor vehicles. Additionally, no chapter member who has consumed alcohol during the event shall be allowed to transport anyone from the event.

4. Chapters which provide alcoholic beverages at social functions shall be deemed responsible for the safe conduct of persons who have become intoxicated, and shall be prohibited from allowing such persons from leaving the event unescorted in an intoxicated state. If it is determined that an individual is so intoxicated that safe conduct cannot be served, the chapter shall be required to provide that individual with lodging until such time as safe conduct from the event can be ensured.

5. Due to the legal liability incurred by the provision of alcoholic beverages at sponsored events, chapters shall be prohibited from the sponsorship of events where alcoholic beverages are served for the purpose of raising funds, or where attendance is not limited to members of the chapter and a reasonable number of invited guests. All-campus parties which are not restricted to invited guests, commonly referred to as "open" parties, shall be prohibited.

6. Provision or use of narcotics or controlled substances at functions sponsored by chapters of Phi Mu Alpha shall be strictly prohibited. Chapters in violation of this policy shall be subject to disciplinary action pursuant to Article XIV of the National Constitution.

Chapters which are found to be in violation of the fraternity policy on alcohol shall be subject to immediate probation pursuant to Article XIV, Section One of the National Constitution, and may be subject to suspension under the provisions of Section Two of the same Article at the discretion of the National Fraternity.

While the fraternity recognizes the right of persons of legal age to consume alcoholic beverages, it does not condone excessive use of alcohol among its members or in conjunction with chapter sponsored activities. Chapters are expected to encourage responsible attitudes on the consumption of alcohol, and to take every precaution against contributing to an environment conductive to alcohol abuse on the part of its members and/or invited guests.
Alcohol abuse is a severely destructive force which causes lasting damage to those it affects. Thousands of needless injuries and fatalities result each year from alcohol-related accidents. Under the provisions of current law, providers of alcoholic beverages may be held responsible in part for alcohol-related accidents if they fail to exercise proper supervision or take proper precautions to ensure the safe conduct of those to whom they have provided alcohol. Chapters who choose to provide alcoholic beverages at sponsored events should be aware that they are at risk of liability which could result in criminal prosecution and/or assessment of monetary damages, and that the fraternity will assume no responsibility for chapters who violate this policy or otherwise fail to act in a responsible manner with regard to the consumption of alcoholic beverages.

Responsible brotherhood involves a genuine concern for the safety and well-being of others. The principles which form the foundation of our fraternity demand that brothers take every possible precaution against any activity which could result in harmful injury or loss of life. If you choose to provide alcohol, recognize your responsibilities, and act accordingly.

Chapters which are unwilling to fulfill the legal responsibilities which are involved in the provision of alcoholic beverages, or feel unable to ensure that such responsibilities are met are strongly encouraged not to provide alcohol at chapter functions or other chapter-sponsored events.
PHI MU ALPHA SINFONIA FRATERNITY
POLICY ON CHAPTER HOUSES

Traditionally, Phi Mu Alpha chapters have not provided their members with a living environment. While it is recognized that the chapter house (or similar living arrangement) can be beneficial in certain cases, the National Executive Committee strongly discourages buying, leasing, or renting a chapter house. Obtaining a chapter house is an ambitious project that can consume the full attention of the chapter and lead to negligence in other areas of fraternity operation.

The following information is provided as a guide for those chapters interested in chapter housing—from actual house ownership to shared residence hall space. This is to apprise you, as a chapter member, of some of the legal problems you may encounter in managing the conglomerate activity that is a collegiate fraternity. This document should not be viewed as a substitute for legal counsel. Before entering into any contract or agreement, official legal counsel should be sought from a local attorney.

Chapter House Ownership

Unincorporated associations are usually not allowed to contract under state law or to hold title to real property. For these reasons, chapters having houses located on private property have traditionally organized a title-holding corporation (commonly called the house corporation) for the purpose of holding title to and financing the chapter’s real and personal property. A major benefit of incorporation is the fact that no single individual has liability for the property.

While it is true that alumni can act as an organization without being incorporated, there are many advantages to be gained by being incorporated. A corporation carries a certain dignity and standing among the general public with whom business is transacted which is not readily available to a group whose members are scattered across the country. Even in those instances where the collegiate chapter is itself incorporated, a separate house corporation is often organized in order to separate the collegiate chapter functions from property management.

The house corporation is usually organized under the laws of the state in which the chapter is located as a non-stock, non-profit corporation having a board of directors and officers (usually alumni). A local attorney should be consulted as to the method and manner of incorporation.

A board of directors should be selected to carry on the activities of the corporation. It is a good idea to establish a definite time for an annual meeting so that it will become customary.

After purchasing, constructing or leasing the chapter house, the house corporation then allows the collegiate chapter to occupy the premises in return for the payment of certain rental fees. These fees will be large enough to cover the mortgage debt payment or lease rentals, taxes, insurance, repairs and depreciation.

Most house corporations qualify for, have applied for, and have been granted exempt status from Federal and State income taxes.

The situation is essentially the same when the college or university owns the land. The house corporation pays the rent to the school and then charges the chapter.

Chapter as a Tenant

The legal liability for debts and taxes pertaining to the chapter house lies with the house corporation. However, as a practical matter, the collegiate chapter’s failure to make regular payments to the house corporation will cause the mortgage or lease to go into default or taxes to become delinquent.

These events may cause the chapter to lose possession of its house to creditors. In most states the house corporation will be required to pay taxes annually on both the real and personal property, based upon the assessed values of such properties. These are commonly referred to as “ad valorem” taxes. If notices of valuation, assessments or reporting forms relating to these taxes are received at the chapter house, they should be forwarded promptly to the house corporation treasurer. The collegiate chapter members themselves may be liable for the unpaid amount of their housing contracts for debts that the house corporation is unable to pay.

There are very seldom any written lease agreements between the house corporation and the chapter, since the primary interest in seeing that the payment is made is in the chapter rather than the title-holder. However, it is advisable that there be such a document in order to establish the responsibilities and
obligations of both parties, including the matters of major and minor repairs, summer and vacation closings and other important aspects of ownership and tenancy.

Chapter as Sublessor

Liability to Members
There is usually a sublessor-sublessee relationship (sometimes the term “tenant/sub-tenant” is also used) between the chapter and its resident members arising out of the members’ occupancy of the premises. The chapter then leases the property from the house corporation. Injury to one of these members (sub-tenants) due to defect or negligence on the premises may create liability for the chapter to a member similar to that of its liability to third parties. As mentioned earlier, ultimate liability will probably be that of the house corporation but, practically speaking, even that can be damaging to the chapter itself. In any event, it is desirable to name the chapter as an additional insured on all house corporation liability policies.

Housing Contracts
It is advisable to require each member who will be living in the chapter house to sign a contract agreeing to pay all charges for the school term. Since many of your members may be minors, and in some states minors’ contracts are voidable, it may also be advisable to obtain the parents’ signatures on the contracts. If the parents guarantee the payments and they are not made, the contract for payment can be enforced against the parents. The contents of these contracts should be reviewed by legal counsel.

Licenses, Regulations and Royalties
If your chapter serves meals on a regular basis, it is most likely that you will be required to obtain a kitchen permit. This basically means that your kitchen will be inspected and kitchen employees must pass physical examinations. Permits may be required by the university or college as well as the city. An inspection by the university or city health inspector is generally necessary.

The chapter must also comply with other state statutes, local ordinances, and school regulations relating to fire inspections, fire alarm systems, maximum occupancy, heating plants and sanitation. These are designed to make the chapter house a safe, healthful place in which to live. Full cooperation should be given the inspecting officials.

The chapter should be aware of zoning regulations when the house corporation is considering leasing or building a structure to be used as a fraternity house. This is important as it is often the collegiate members who initially choose the location. Usually the area must be zoned specifically to include fraternity houses and often requires adequate off-street parking. Do not commit the corporation to any property until the corporation is assured, in writing, that the proposed property is in a zone permitting fraternity houses. These requirements should be discussed in detail with your attorney before any documents are signed.

The United States Copyright Laws also pose potential legal liability to the chapter when it employs musicians for dances and other functions. The copyright laws generally require payment of royalties to copyright owners whose copyrighted musical compositions are used in a paid “public performance.” Your college or university may have acquired blanket licenses from the major copyright organizations, such as the American Society of Composers, Authors and Publishers (ASCAP), for all campus musical performances, including those of fraternities, sororities and other student organizations. If your college or university has not acquired such a license, you should contact the National Fraternity or a local patent lawyer for advice to avoid liability for copyright infringement.

Liability Insurance
It is normally not the job of a collegiate chapter officer to deal with insurance for the chapter. However, chapters of Phi Mu Alpha which are housed must be covered by liability insurance. Even though that function is handled by the house corporation officers, it is a good idea for a chapter officer to be aware of the liability coverages in effect.

A normal liability policy would protect up to a certain specified amount for injuries to third persons and their property while they are guests on the house premises. But unless special provisions are written into the policy, the chapter is probably not covered for: (1) damage resulting from the use of any automobile, even if it is used by a chapter officer or employee in the scope of his job; (2) contractual liability; (3) liability from
serving alcohol negligently; (4) injuries to employees (workers’ compensation usually covers this); or (5) injuries to regular tenants (chapter members).

Because of the scope of liability possible under Dram Shop Acts (serving liquor negligently) and from injuries caused by negligent use of automobiles, you should find out if your chapter’s liabilities in those areas are covered. If there is no coverage, you may want to suggest to the house corporation that such coverage be obtained. As mentioned earlier, because of public policy and certain legal principles, one cannot purchase insurance protection for liability arising out of intentionally-caused injuries (usually tied to hazing).

It is important to reiterate that injury to tenants (members) and employees will not be covered without special policy provisions. Workers’ Compensation Laws will cover employees; however, this generally requires separate insurance coverage.

General commercial insurance coverage will protect the chapter from loss in case of destruction of the house and the chapter’s personal property by fire or other casualty. If “loss of rents” coverage is included, the insurance company pays a specified monthly sum to enable the chapter to obtain other temporary living quarters if the chapter house is rendered uninhabitable by fire or other casualty. It should be noted, however, that this policy will not cover personal property of the members living in the chapter house, unless such coverage is specifically obtained. Their personal property may be covered by their own or their parents’ homeowners policy.

Alcohol and the Chapter House

The Fraternity’s policy on alcohol focuses primarily on the prohibitions against using chapter funds for alcohol, using alcohol as a recruiting or fundraising tool, and serving alcohol to minors. The policy also reviews the liability incurred by the chapter when it sponsors events where those of legal age are provided with alcohol. All liabilities can become magnified when the chapter owns or rents a house.

There are three basic actions from which chapter liability may accrue in connection with alcoholic beverages under most state statutes: (1) furnishing liquor to a minor; (2) being responsible for a minor’s consuming alcohol in a public place; or (3) serving alcohol to any individual, regardless of age, who is already intoxicated.

The purchase of alcoholic beverages by a social chairman for a party at which minors may consume alcohol may be considered purchasing alcohol for a minor. To assure that this does not occur, purchases of alcoholic beverages should be made only on an individual basis by members of lawful age.

Unless the general public is invited to a chapter party, the house or the facility in which the party is held would probably not be considered a public place. For that reason serving liquor at such a function would not be considered doing so at a public place and in violation of the law. To be safe, it should be made clear that members of the general public are not invited to chapter functions. Some safeguards should also be taken to insure that persons other than chapter members and their guests are barred from events where alcoholic beverages will be served.

The greatest potential liability occurs when one negligently or otherwise serves liquor to a person already intoxicated and that intoxicated person then injures himself or a third party. If a reasonable person would not have served liquor to that individual considering his age, maturity and apparent sobriety, liability attaches to the server for any damage that an individual might do. That liability may attach not only to the server but also to the chapter and its members as well.

Summary of Chapter Obligations

To protect the local chapter and the National Fraternity from liability that can result from chapter house ownership, the chapter must:

- inform the National Fraternity of the chapter’s housing situation.

- obtain an insurance policy of $1,000,000 general liability and $1,000,000 umbrella excess liability policy (annual premiums will usually run at $1,000 for both). The National Fraternity should be listed as an additional insured, as National’s interest may appear, in all such liability insurance policies. If the chapter lives in an institution-owned residence hall type of arrangement, the institution must provide to the National Fraternity a statement of liability insurance coverage for the premises.
• send proof annually of liability insurance (e.g., a copy of premium certificate). The policy should have a ten (10) day written cancellation notice to the National Fraternity.

• comply with all of the appropriate rules and regulations of each educational institution.

• educate its members continually of their primary responsibility regarding chapter and national obligations. Operation of the chapter house must be secondary to the purposes of Sinfonia.

• educate its members as to the legal liabilities concerning alcohol and hazing—all members should review the policies with each semester’s probationary member class.

• comply by September 1st, 1994, if already housed.

A chapter’s negligence in any of these areas will be grounds for disciplinary action by the Commission on Standards and National Executive Committee pursuant to Article XIV of the National Constitution.
Phi Mu Alpha Sinfonia Fraternity
Policy on Sweethearts/Little Sisters

Phi Mu Alpha Sinfonia does not recognize the legitimacy of little sister or sweetheart groups (a group being defined as more than one individual) associated with its chapters. The use of the Fraternity's name and insignia in the operation of such groups is strictly forbidden. Furthermore, the National Fraternity disclaims any and all responsibility in connection with the formation, operation, and activities of such auxiliary groups. Chapters found in violation of this stated policy shall be suspended pending full investigation and severing of all formal ties between the chapter and the alleged group.

Chapters of Phi Mu Alpha may elect or choose to bestow an honor upon, or recognize the achievements of, one individual, who may be given the title of chapter sweetheart. Only one individual may hold this position of honor at any given time, and there shall be no formalized organization of "past sweethearts."

This policy has been devised for the following reasons.

1. The formation of auxiliary groups can (and has proven to) adversely affect the relationship between the local chapters of Sinfonia and local chapters of existing music fraternities for women.

2. Women's organizations and female faculty members often consider these auxiliary groups to be demeaning and sexist because the women involved in such groups are faced with the responsibilities of membership without the reward of full membership status in the fraternity.

3. The existence of such groups extends the already-broad range of chapter and national liability.

4. The functioning of a fraternity chapter and little sisters as a common unit at social and other events could jeopardize the Fraternity's single-sex membership, as suggested by the U.S. Supreme Court ruling in a case involving the Jaycees.

5. The existence of another chapter-sponsored group results in the diverting of time, effort, and money, which are needed for chapter operation and programming.

6. Because of the relationship between the groups, brothers sometimes share fraternity secrets with members of the auxiliary group, either knowingly or unknowingly.

7. Many individuals outside the Fraternity world view these organizations as formalized dating services. They are critical also because the women's focus in such groups is totally on the men rather than on their own personal development.

While the Fraternity recognizes the need and desire for positive relationships with female organizations on the local level, it is only appropriate that such organizations form and exist of their own accord. Local chapters should encourage individuals who wish membership in such an organization to integrate into an existing organization for women on campus or to begin action toward organizing as a local or national fraternity which is in no way officially connected with Phi Mu Alpha Sinfonia Fraternity in accordance with official policy. The Fraternity will support the efforts of local Sinfonia chapters in assisting these auxiliary groups towards this end by providing contacts among the various national fraternities upon request.
Phi Mu Alpha Sinfonia Fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This includes any actions which are demeaning to any individual person or group of persons, member(s) or non-member(s), including but not limited to date rape, gang rape, sexual or verbal harassment.

Individuals or chapters found to be in violation of this policy will be subject to disciplinary action in accordance with the National Constitution.