

HARASSMENT

Delta Sigma Pi will not tolerate harassment in any form. Violation of the Risk Management Policy subjects an offending person to disciplinary action up to and including expulsion from the Fraternity. This policy applies to all organizational members. To learn more about the Fraternity's Risk Management Policy on harassment, discrimination and sexual misconduct you can go to the [National Policy and Procedures Manual](#).

All organizational members are protected from harassment, including, but not limited to, harassment according to their race, ethnicity, age, gender, gender identity, disability, sexual orientation, and religion. Harassment is more than insensitivity or conduct that offends or creates an uncomfortable situation. Any words or acts designed to disregard the safety or rights of another and which intimidate, degrade, demean, threaten and/or haze will not be tolerated on the basis of the standards of Delta Sigma Pi. Such physical, psychological, verbal, electronic, and/or written acts directed toward an individual or group of individuals are prohibited.

Harassment in any form is unacceptable because it is demeaning to another person and undermines the integrity of the Fraternity. Organizational members should, at all times, treat others respectfully and with dignity in a manner which does not offend the sensibilities of another person.

Sexual Harassment

Delta Sigma Pi will not tolerate sexual harassment in any form. Violation of this policy subjects an offending person to disciplinary action up to and including expulsion from the Fraternity. This policy applies to all Fraternity collegiate members, pledges, alumni members, officers, directors, and employees.

Definition: Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or other verbal or physical acts of a sexual nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of membership in the Fraternity; or
- A Fraternity decision is based on an individual's acceptance or rejection of such conduct; or
- Such conduct interferes with an individual's membership in the Fraternity or work for the Fraternity or creates an environment, which is intimidating, hostile or offensive to a reasonable person of the same sex as the recipient.

Sexual harassment is a form of misconduct that is unacceptable because it is demeaning to another person and undermines the integrity of the Fraternity. Fraternity members and pledges at all times should treat others respectfully and with dignity, in a manner which does not offend the sensibilities of another person. Actions taken by nonmembers, relating to Fraternity business, may also constitute sexual harassment and should be promptly reported.

A violation may include, but is not limited to:

- Any action or statement of a sexual nature which is embarrassing, harassing, intimidating, or abusive;
- Unwanted comments, communications, jokes, or requests of a sexual nature;
- Unwelcome and persistent sexually explicit statements or stories;
- Repeated use of sexually degrading words, gestures, or sounds to describe a person;
- Recurring derogative comments or questions about an individual's sexual orientation and/or behavior;
- Any kind of unwelcome sexual advances;
- Repeated phone calls, messages, and/or other communications sexual in nature, even after statements have indicated there is no interest;
- Threats of retaliation as a result of a sexual encounter;
- Implied or stated threats of sexual violence.

Sexual harassment can occur with any genders, gender identities/expressions, and/or sexual orientations.