DELTA SIGMA THETA SORORITY, INC.
A Service Sorority

ALCOHOL AND ILLEGAL DRUG USAGE POLICY

EXECUTIVE SUMMARY

Delta Sigma Theta Sorority, Incorporated (“Delta”) is revising its alcohol and drug policy to ensure that, to the maximum extent possible, the policy protects members, the public, and Delta’s interests and resources.

With respect to alcohol use, the revised policy strictly prohibits the use of alcohol: by collegiate chapters, members, and sorors at any event that reasonably could be characterized as a chapter event by an outside observer; at conferences and conventions; in association with any of Delta’s trademarks; and in any celebration of Founders day. The policy regulates the use of alcohol by alumnae chapters. As it relates to drug use, the policy strictly prohibits the use of illegal drugs or controlled substances, including prescription drugs obtained without a prescription and including marijuana in those states that have approved its use. The policy provides that disciplinary action will be imposed upon anyone who violates the policy.

Read the full policy, but the salient points relating to the use of alcohol are:

1. College Chapters: College chapters, members, and sorors are strictly prohibited from using alcohol or supporting the use of alcohol in any way. To facilitate compliance, collegiates are prohibited from the following: having alcohol available at any event; sponsoring or co-sponsoring an event where the host organization purchases or serves alcohol; posting pictures or videos on social media (or otherwise circulating pictures) of attendees drinking at any chapter event; purchasing alcohol using chapter funds; and holding rush or intake-related events at establishments where alcohol is served.

2. Alumnae Chapters: Among the twenty four (24) regulated practices relating to the use and sale of alcohol by alumnae chapters are these: alcohol must be served by a licensed, third-party vendor, with whom the chapter has entered into a written agreement; non-alcoholic options must be available at all event; food must be served at all events where alcohol is served; chapters must not serve alcohol at any rush or intake-related activity; chapters may not sponsor or co-sponsor any event where the host organization purchases or serves alcohol; Delta shall not be a party to the contract the chapter signs with the
vendor; members shall not post pictures or videos on social media (or otherwise circulate pictures) of attendees drinking alcohol at any chapter event.

3. Conventions: Delta strictly prohibits the use or consumption of alcohol at conferences and conventions and assumes no responsibility or liability for any injury or damage relating to the use or consumption of alcohol by any member of Delta or any attendee. Contracts for these events must embody Delta’s policy.

4. Intellectual Property: No chapter, member, or soror shall use or authorize the use of any image of the Founders (individually or collectively) or any of Delta’s intellectual property, including any iteration of its name, in the promotion of any alcohol, or at any event where alcohol is being sold.

5. Founders Day Events: Chapters, members, and sorors shall not host Founders Day events at a night club or any venue where alcohol is being served.

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All national and chapter officers, all members of Delta, and all sorors who attend any activity or event that reasonably could be characterized as a chapter event by an outside observer shall be responsible for reading and following the full policy. The above is only a summary of the policy. In enforcing the policy, Delta will apply a “knew or should have known” standard as it relates to the details of the policy.

I. BACKGROUND AND REASON FOR THE POLICY

Delta is an organization incorporated under District of Columbia not-for-profit law. Thus, the leaders of Delta have a fiduciary duty to act responsibly and in the best interest of Delta at all times. That duty encompasses staying informed of laws that affect the organization and promulgating and implementing policies that are consistent with applicable laws and with the policies of colleges and universities (“universities”) that host Delta chapters. One area where state legislatures and universities have taken action that requires Delta to reexamine its existing policy is that of alcohol consumption: many states have enacted or strengthened laws designed to ensure the safety of the citizens of their state. Universities likewise have promulgated polices designed to keep students safe while also safeguarding the institution’s resources. This heightened scrutiny results in large measure from the devastating consequences of intoxicated persons engaging in reckless behavior, including the overwhelming evidence linking violent behavior (including incidents of hazing) and sexual assault on and off college campuses to drinking and illicit drug use.

The Federal Trade Commission has stated that many state laws provide that “social hosts” are responsible for underage drinking on property they own, lease, or otherwise control, irrespective of whether the social hosts actually provide the alcohol. In many respects, however, state laws regulating alcohol and drug use vary widely, including as to the age at which one may legally consume alcohol. Similarly, policies of universities vary widely.
Because of the variances in state laws and university policies; because college students invariably will include underage students; because the consequences for alcohol abuse are horrific (death, violence, sexual abuse); and because of the huge liability that would face Delta and/or one of its chapters for alcohol-related damages, the prudent course for Delta leadership in exercising their fiduciary duty is to prohibit the use of alcohol by collegiate chapters and members, and to promulgate rigorous standards under which alumnae chapters and members may use alcohol.

Promulgating a policy that strictly prohibits the use of illegal drugs or controlled substances, including prescription drugs obtained without a prescription and including marijuana in those states that have approved its use, promotes the above objectives

II. ALCOHOL

A. POLICY APPLICABLE TO COLLEGIATE CHAPTERS

This policy applies to all sorors and members (financial and non-financial) of Delta matriculating in a college/university setting.

Delta strictly prohibits the use or consumption of alcoholic beverages at any activity or event that reasonably could be characterized as a chapter event by an outside observer (“event” or “activity”). Thus, no member of Delta shall consume, dispense, share, serve, or otherwise distribute any kind of alcoholic beverages at any event that may reasonably be characterized as a chapter event, whether the event is a formal event or an informal, social gathering. Members and the chapter shall comply with the letter and the spirit of the prohibition policy. The following terms are designed to help you achieve strict compliance:

1. In announcing or advertising a party or other event or activity, neither the chapter, nor any member of the chapter, shall announce, advertise, or mention -- through word of mouth; a flyer; any form of social media; or any other means -- that alcoholic beverages will be available at the party or event. No alcoholic beverages should be available at the party or event.

2. A chapter shall not post on the chapter’s website or any form of social media any videos or pictures of any attendees drinking alcoholic beverages at any chapter event.

3. No member of a chapter shall post on any form of social media any videos or pictures of any attendees drinking alcoholic beverages at any event.

4. No member or soror shall post a video or pictures of herself or others drinking or handling alcoholic beverages while wearing Delta paraphernalia.

5. A chapter shall not use chapter funds to purchase alcoholic beverages on behalf of the chapter, or for any member or guest of the chapter, or to participate in activities sponsored by other organizations. This restriction prohibits the pooling of funds by individual chapter
members or sorors to purchase alcoholic beverages. No funds collected by the chapter in any form may be used to purchase alcoholic beverages.

6. A chapter shall not sponsor, co-sponsor, or co-finance an activity at an establishment at which alcoholic beverage will be sold, given away, or otherwise provided to those present, except as specified in Section II-A-9 of this policy. Renting a closed area within an establishment that sells or provides alcoholic beverages to other guests would not constitute sponsoring or co-sponsoring.

7. Notwithstanding the provision in Number 6 above, no rush or intake-related activities shall be held or conducted at an establishment that sells or otherwise distributes alcoholic beverages, unless the activities have been approved by the Regional Director. The Regional Director’s approval of the venue for holding such activities shall not be construed as approval of the serving or dispensing of alcoholic beverages at such activities.

8. A chapter shall not co-sponsor, co-finance, or participate in (in any way) an event or activity in which the host chapter, organization, or group purchases, serves, or otherwise dispenses alcoholic beverages, except as specified in Section II-A-9 of this policy.

9. For any collegiate activity that the chapter traditionally has co-sponsored or co-financed, or that is congruent with the chapter’s service mission, at which alcoholic beverages will be served, the chapter may co-sponsor or co-finance the activity so along as all promotional materials, and all contracts, memoranda of understanding or other agreements include the following disclaimer: “No portion of the funds contributed by the ___________ Chapter of Delta Sigma Theta Sorority, Incorporated have been used to procure or pay for the serving or dispensing of alcoholic beverages. The ___________ Chapter of Delta strictly prohibits the sale, consumption, or serving of alcoholic beverages at any of its activities. It assumes no responsibility for, and shall not be liable for, any injury or damage relating to the consumption of, or the sale, or serving of, alcoholic beverages by any person in attendance at this event.

10. At any event that reasonably could be characterized as a chapter event by an outside observer, no member or soror attending the event shall participate in any type of drinking game; no member or soror attending the event shall encourage any other member or soror to participate in any type of drinking game; and no member or soror attending the event shall encourage or permit a prospective member to engage in any type of drinking game.

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B. POLICY APPLICABLE TO ALUMNAE CHAPTERS

This policy applies to all chapters, sorors, and members (financial and non-financial) of Delta who attend or sponsor any activity or event that reasonably could be characterized as a chapter event by an outside observer (“event” or “activity”), whether the event is a formal event
or an informal, social gathering. Members, sorors, and the chapter shall comply with the letter and the spirit of the policy. The following terms are designed to help you achieve strict compliance:

1. When serving alcoholic beverages at any event, use third party vendors (hereinafter “vendors”) to serve, dispense, and/or sell the alcoholic beverages.

2. Require all vendors to be licensed, bonded, and insured. The amount and type of insurance shall be pursuant to the terms specified in chapter management financial policy documents, or as specified by Delta’s insurance brokers.

3. Ensure that all vendors agree in writing to be responsible for providing, dispensing, and serving all alcoholic beverages during the event; maintaining control of all alcoholic containers during the event; and removing all alcoholic beverages from the premises at the conclusion of the event.

4. Require vendors to have available non-alcoholic options, such as water and soft drinks.

5. At events where alcoholic beverages will be served, have food available.

6. Require the vendors to agree in writing that they shall not serve alcoholic beverages to anyone under the age of 21 years old (or the age stated in the applicable state law for serving alcoholic beverages), and have the vendors agree that they will confirm the age of all individuals to whom alcoholic beverages are served.

7. Require all vendors to agree that they will not serve alcoholic beverages to anyone who appears to be intoxicated.

8. A chapter shall not share profits with any vendor hired to sell, dispense, or serve alcoholic beverages at a chapter event.

9. All agreements with vendors shall be in writing and shall require the vendor to indemnify the chapter, its officers and members, and Delta and its officers, Executive Board members, and members (if Delta is made a party to any claim for loss or injury) for any loss relating to or arising out of the service provided by the vendors.

10. All agreements with any vendor shall be between the vendor and the chapter. Delta Sigma Theta Sorority, Incorporated shall not be listed as a party to any agreement, and its name shall not be included in the agreement, except to identify the chapter.

11. Chapters are responsible for purchasing any additional insurance coverage (e.g., special events coverage) needed to cover events where the chapter allows alcoholic beverages to be served, and they shall plan activities sufficiently early to allow time to purchase the additional insurance coverage.
12. No member or their guests shall consume alcoholic beverages while in the presence of 
minors who are attending or participating in any Delta youth initiative program (i.e., 
GEMS, Delta Academy, EMBODI, or any other Delta-sponsored youth program.).

13. A chapter shall not use chapter funds to purchase alcoholic beverages on behalf of the 
chapter, or for any member or guest of the chapter. No funds collected by the chapter in 
any form may be used to purchase alcoholic beverages.

14. Chapters may only have events where alcoholic beverages are served through a third-party 
vendor.

15. No member (individually, collectively, or in the name of the chapter) shall serve, dispense, 
or sell alcoholic beverages to anyone.

16. In announcing or advertising a party or other event or activity, neither the chapter, nor any 
member of the chapter, shall announce, advertise, or mention -- through word of mouth, a 
flyer, any form of social media, or any other means -- that alcoholic beverages will be 
available at the party or event.

17. A chapter shall not post on the chapter’s website or any form of social media or otherwise 
circulate or distribute any videos or pictures of any attendees drinking alcoholic beverages 
at any event that reasonably could be characterized as a chapter event by an outside 
observer.

18. No member of a chapter or soror shall post on any form of social media or otherwise 
circulate or distribute any videos or pictures of any attendees drinking alcoholic beverages 
at any event that reasonably could be characterized as a chapter event by an outside 
observer.

19. No member or soror shall post a video or pictures of herself or others drinking or handling 
alcoholic beverages while wearing Delta paraphernalia.

20. A chapter shall not offer as a raffle gift any kind of alcoholic beverages, even if the 
beverages have been donated by a third party.

21. A chapter shall not sponsor or co-sponsor an activity at any establishment at which 
alcoholic beverage will be sold, given away, or otherwise provided to those present. 
Renting a closed area within an establishment that sells or provides alcoholic beverages to 
other guests would not constitute co-sponsoring.

22. A chapter shall not serve or have present alcoholic beverages at any rush or intake-related 
activities, at any candidates’ orientation, or at any chapter membership intake activity.
23. A chapter shall not co-sponsor, co-finance, or participate in (in any way), an event or activity in which the host chapter, organization, or group purchases or serves alcoholic beverages other than through a third-party vendor.

24. At any event that reasonably could be characterized as a chapter event by an outside observer, no member or soror attending the event shall participate in any type of drinking game; no member or soror attending the event shall encourage any other member or soror to participate in any type of drinking game; and no member or soror attending the event shall encourage or permit a prospective member to engage in any type of drinking game.

C. POLICY APPLICABLE TO CONFERENCES AND CONVENTIONS

Delta strictly prohibits the sale, consumption, or serving of alcoholic beverages at any of its conferences or conventions. It assumes no responsibility for, and shall not be liable for, any injury or damage relating to the consumption, sale, or serving of alcoholic beverages by any member of Delta or any guest attending any Delta conference or convention activities. All contracts for all banquets or other events shall include language embodying Delta’s policy. It shall be clear in contacts and printed programs that receptions or events sponsored by third parties during a conference or convention and at which alcoholic beverages will be served or sold shall not be deemed a Delta event.

D. POLICY APPLICABLE TO USE OF DELTA’S LOGOS AND NAMES AND /OR IMAGES OF DELTA’S FOUNDERS

No chapter, member, or soror may use, or authorize any other individual, business entity, or organization to use, the name or image of Delta’s Founders (individually or collectively), any iteration of Delta’s name, or any Delta trademark (names, symbols or logos) on any alcoholic beverage or in the promotion of any alcoholic beverage in any manner.

E. POLICY APPLICABLE TO USE OF ALCOHOLIC BEVERAGES IN CELEBRATING DELTA’S FOUNDERS DAY

No chapter, member, or soror shall host an event purporting to celebrate Delta’s Founders Day in a nightclub, bar, or any venue where alcoholic beverages are distributed in any manner. Renting a closed area within an establishment that sells or provides alcoholic beverages to other guests would not violate this policy.

III. DRUGS

No chapter, member, or soror shall possess, distribute, or use illegal drugs or controlled substances (including prescription drugs obtained without a prescription), or drug paraphernalia while attending or participating in any activity or event that reasonably could be characterized as
a chapter or Delta event or activity by an outside observer. To reiterate, Delta strictly prohibits the use of any kind of illegal drugs, including marijuana in those states that have approved its use.

IV. **DISCIPLINE**

Any violations of this policy should be reported **immediately**. You should make your report in the following order: to the chapter president; the chapter advisors; and the Regional Director and Regional Representative; and/or to the National First Vice President and the Executive Director of Delta. If the chapter president and/or chapter adviser is involved, or if you do not receive a positive response, you should immediately escalate the reporting to the next level. You always have the option of contacting the National First Vice President and/or the Executive Director directly, at any time. You have been provided their names and contact numbers.

**Delta will impose disciplinary action on anyone who violates the above standards of conduct. The nature of the sanction will be appropriate as outlined in the organization’s Code of Conduct.**