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Sustaining the Safety of Social Drinking Culture at WPI

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Sustaining the Safety of Social Drinking Culture at WPI

An Interactive Qualifying Project

submitted to the Faculty of
WORCESTER POLYTECHNIC INSTITUTE
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degree of Bachelor of Science

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Abstract

The goal of this project was to analyze and improve the safety of social drinking culture at WPI. Through interviews of student leaders and faculty, and a survey of students, the team concluded that social drinking is prevalent at WPI, fraternity parties are generally safer than apartment parties at WPI, and that WPI's good Samaritan policy—the Culture of Care Resolution—needs strengthening and increased awareness. The team developed recommendations and educational material for WPI faculty, event hosts, and event guests.

Acknowledgments

Authorship

The complete paper was the work of all team member's efforts. Each member worked diligently to write and edit the paper in all sections. In some sections a specific team member had a primary role, as listed below:

- Introduction – Kyle McCormick
- Background – Alex Hard
- Methods – Alex Hard
- Results – Brian Sayers
- Findings –Dan Wensley & Kyle McCormick
- Conclusion –Dan Wensley & Kyle McCormick
- Graphic Deliverables – Alex Hard

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1 Introduction

College is a time of rapid intellectual, emotional, and social growth for students. In addition to being challenged by difficult coursework and surrounded by peers of numerous different backgrounds, many students are, for the first time in their lives, entering a world of limited supervision. Wanting to take advantage of their ability to connect with their peers and explore their newfound personal freedom, students often engage in social events. While some of these are school-sponsored, and some are managed by external companies such as bars and restaurants, many of them are hosted by students themselves in off-campus apartments and Greek letter organization houses. Inevitably, these off-campus and Greek letter social events will sometimes involve alcohol.

Although such social drinking events can provide a fun and relaxed social environment, they come with a number of risks, including (but not limited to) incidents of injury, alcohol poisoning, destruction of property, and sexual harassment and assault. It is the in best interest of all involved—hosts, guests, the institution which the guests attend, and the community surrounding the events—to minimize these risks. To achieve this, institutions put in place policies that limit, regulate, and sometimes outright ban social drinking events. In addition to this, Greek letter organizations, at both the local and national level, implement *risk management policies*, which aim to prevent negative incidents at events, and mitigate such incidents when they do occur. Even hosts of apartment events, who are generally not under the jurisdiction of colleges, can implicitly employ practices that reduce the risk to themselves and their guests. Finally, students and administrators of colleges may work to cultivate a general

culture of safe socialization, which impacts the attitude of event guests and diligence of event hosts towards managing risk.

The goal of this project was to analyze and improve the safety of social drinking culture on college campuses. This project specifically focused on Worcester Polytechnic Institute (WPI). The project team achieved this by completing four objectives. First, they investigated the nature of the social drinking culture around campus. Next, they compiled existing policies and practices intended to ensure the safety of this culture at WPI and other peer institutions. Then, they analyzed the relationships between policies, practices, and safety at social drinking events. Finally, they created a set of four deliverables intended to promote safety by changing policy and spreading awareness.

Encouraging and enforcing safe practices at social events is in the best interest of the students, social event hosts, and the institution itself. Students would benefit from a decreased chance of personal harm and an increased peace of mind afforded by safer social events. Social event hosts would enjoy a lessened risk of damage to property and a lowered possibility of large financial burdens incurred from legal proceedings that can occur in the event of a negative incident. Institutions would prevent the damage to their reputation that press coverage of alcohol-related incidents can cause. Finally, a sustainable safe social culture creates an atmosphere where students can grow emotionally and socially while respecting the well-being of their peers and the principles of their institution and surrounding community. Therefore, policies and practices that cultivate safety within a social drinking culture are of paramount importance.

2 Background

In order to understand the effectiveness of current policy and the current status of the social culture, it is important to understand why socialization is important, what alcohol's place in college social drinking events is, how those events are managed, who is involved in creating policy, and finally how the policy is created. This chapter explores these topics in greater detail.

2.1 Importance of Socializing in College

College students undergo rapid psychological development during their time as undergraduates. According to Gregory Blimling (2010), they "begin to integrate their identity, enhance their intellectual development, and internalize a personal set of beliefs and values."(p.135) Facets of college life that contribute to this are the numerous people of varying lifestyles that a student encounters, a lack of supervision from their parents, their responsibility for the positive and negative consequences of their actions, the sense of working towards a significant achievement (i.e., a degree), and the presence of unstructured leisure time that can be spend socializing or reflecting (Blimling, 2010). Clearly, the experiences one has in college will profoundly affect them throughout the rest of their lives.

Furthermore, the importance of socializing to one's mental health is well known, which is explained in *Social Relationships and Health: A Flashpoint for Health Policy* (Umberson & Montex, 2010). Even when controlling for other factors that may contribute to mortality, it was found that lack of social interaction drastically increases one's risk of death. Low quality and quantity of social relationships are linked to a number of medical conditions such as cardiovascular disease, cancer, and impaired

immune function. The dangers of social isolation also extend to mental health effects, with poor quality and quantity of relationships being a risk factor for depression (Umberson & Montez, 2010). Cultivating healthy and meaningful relationships is essential to leading a healthy, happy life. Given that one's college experiences shape their future life, and that socializing is a large part of physical and mental health, it logically follows that positive social interactions are an integral part of a successful college education.

2.2 Alcohol in College Social Events

Drinking has been elevated in the minds of many students to be inseparable from the college experience. Approximately 60% of college students have engaged in drinking in the past month, and approximately 40% have engaged in binge drinking in that same time frame (Substance Abuse and Mental Health Services Administration, 2015). These numbers are higher than those of non-college students in the same age range (Substance Abuse and Mental Health Services Administration, 2015). The increased prevalence may be caused by aspects of college such as easy access to alcohol, non-universal enforcement of underage drinking laws, limited supervision, and free time.

Although most prior research focuses on the negative aspects of social drinking, some studies have successfully found a number positive consequences that can result from moderate alcohol consumption. In one study of 263 college undergraduates, participants reported a number of positive outcomes of a night of drinking, including meeting new friends, having fun social experiences, engaging in pleasant romantic encounters, and expressing their feelings more effectively than usual to a friend or

acquaintance. While respondents also reported negative outcomes, the number of such outcomes was smaller than the number of reported positive outcomes (Park, 2004). Furthermore, Peele & Brodsky (2000) reviewed a number of studies on the positive effects of moderate alcohol consumption, finding that "to a greater degree than either abstainers or heavy drinkers, moderate drinkers have been found to experience a sense of psychological, physical, and social well-being; elevated mood; reduced stress (under some circumstances); reduced psychopathology, particularly depression; enhanced sociability and social participation; and higher incomes and less work absence or disability."

Despite these benefits, alcohol consumption poses a number of evident and significant risks. Over-intoxication is one of the most obvious and harmful of these, carrying the possibilities of mental confusion, slowed breathing, vomiting, hypothermia, seizures, stupor, and coma. Drinkers experiencing over-intoxication can often require transports to receive immediate medical attention; failure to provide them with such attention can lead to brain damage or death. Furthermore, consuming alcohol can increase one's likelihood of being the perpetrator or the victim of sexual misconduct. According to Abby (2002), "on average, at least 50% of college students' sexual assaults are associated with alcohol use." (Abby, 2002) A specific example of a highly publicized incident of this nature is the 2015 Brock Turner case, in which an intoxicated Stanford University student sexually assaulted an unconscious and intoxicated woman outside the house of a fraternity at which they had both just attended a social event (People v. Brock Allen Turner, 2016).

In addition to the concerns of over-intoxication and sexual misconduct, those under the influence of alcohol are more likely to injure themselves, injure others, or cause property damage, all either intentionally or accidentally. Astoundingly, in the Canadian general population, it was found that 68% of all incidents of physical aggression involved alcohol (Giancola et al., 2009). In regards to accidental injury, the devastating consequences of driving under the influence of alcohol are widely understood. Intoxicated individuals are also more likely to fall and injure themselves, as was the case in a 2017 hazing incident at Penn State University, in which an extremely intoxicated fraternity pledge died from injuries sustained by falling down a flight of stairs (The Court Of Common Pleas, 2017).

Finally, the non-immediate adverse effects of alcohol usage should be considered. Firstly, Boden and Fergusson (2011) establishes a link between major depressive disorder and alcohol use disorders. Secondly, binge and heavy drinking has been associated with a decreased personal emphasis on the importance of grades, and a weakened overall academic performance (Ansari, Stock, Mills, 2013). Furthermore, Rodriguez, Øverup, and Neighbors (2013) points to the "well-established" link between poorer relationships and alcohol use disorders of one or both partners. Lastly, long-term heavy alcohol use is known to precipitate liver damage (liver damage), among other negative physical symptoms. In conclusion, the negative effects of alcohol are numerous and well-documented.

Given the prevalence of alcohol usage on college campuses, the potential benefits of responsible drinking, and the serious risks of irresponsible drinking, it is clear that the issue of alcohol consumption is nuanced and complex. Whether or not

and to what degree one believes that alcohol should be consumed, it is important that they acknowledge that the issue be approached intelligently and thoughtfully. The decisions and actions of national and state lawmakers, institution policy makers, social event hosts and social event guests--among others groups--play a large role in determining how often alcohol is consumed, and how individuals and groups behave when consuming alcohol.

2.3 Managing Risk at College Social Events

As previously stated, risk management refers to rules and guidelines governing the behavior of students and organizations with the intent of ensuring the safety and well-being of those participating in social event.

Better risk management on campus benefits numerous groups. From a purely financial perspective, lowered incident rates save organizations and institutions money that may have had to be spent on legal proceedings and settlements. Additionally, lower incident rates due to risk management lead to lower insurance rates, and may lessen the amount of resources institutions and communities need to spend on police and emergency response services (Anonymous, Personal Communication, March 20, 2018). The benefits are far more than only financial, though: the reputations of both organizations and institutions have much to gain by decreasing the rate of incidents, injuries, deaths, and assaults. Finally, students themselves are stakeholders in improved risk management: safety at socials events on campus directly improves their well-being.

Risk Management at WPI and Other Educational Institutions

Educational institutions, such as WPI, maintain student codes of conduct that hold rules and policies all students are expected to understand and follow. WPI's policies include general liability policy for campus residence halls and buildings, directly prohibiting any alcohol in first-year residence halls. Many institutions also have social initiatives led by students and administrators to further alcohol education during new student orientation and subsequent programs. These initiatives have different goals from raising awareness of the effects of alcohol to have open conversations about alcohol usage and responsibility.

A recent trend in campus policies has been the creation of "amnesty clauses," which give partial or total disciplinary immunity to students who call for medical assistance for a student, even when policy is being broken. Such clauses are intended to lessen or remove the possibility that fear of disciplinary action might be a barrier to a student seeking medical attention for someone in need. For example, as of April 2018, Carnegie Mellon University maintains the following policy:

> *Students for whom medical assistance is summoned for alcohol intoxication will be granted amnesty from university administrative disciplinary action and University Police action. The student who summons University Police/EMS on behalf of an intoxicated student will likewise be granted such amnesty provided the caller remains with the intoxicated student until help arrives. Students who are directly involved in attending to the intoxicated student until help arrives also will be granted such amnesty.*

Those seeking assistance will be assured that the university will pursue no further action against any individual or organization involved in such an incident when appropriate medical attention is sought. Students involved in an alcohol-related incident for which amnesty is granted will be provided appropriate educational or developmental interventions.

Although WPI does not maintain anything that is *explicitly* an amnesty policy, its Interfraternity Council did adopt the Culture of Care Resolution (CCR) in 2016, a statement with similar intentions and themes. In 2017, a modified version of the CCR was added to the Student Code of Conduct. The full texts of both versions of the resolution are included in Appendix B. In short, the Code of Conduct version states that students have a responsibility to ensure the safety of other students, and therefore will *generally* not be adjudicated for policy violations (emphasis added by report authors) if they call for medical assistance for another student.

Alcohol Educational Programming at WPI

There are several programs that WPI uses to educate its students on alcohol. First year students are required to take an online mini-course called AlcoholEDU. This program provides information on how much alcohol is in a typical drink, what is considered binge drinking, and how biology affects Blood Alcohol Content (BAC). To further reinforce the education from this program, several workshops are held during New Student Orientation (NSO). Residential Advisors (RAs) (student employees who live in residence halls to promote school policy and provide personal support) and Community Advisors (CAs) (student employees that organize social events and

educational programs for first-year students) run such programs, but the material that is covered is provided by WPI.

Student run clubs also help with alcohol education and awareness. One of the most prominent organizations on campus is Students Mentoring Active Responsibility Together (SMART). Their description on their club webpage is:

This organization advocates for social responsibility in terms of alcohol awareness, alcohol responsibility, and bystander awareness. We strive to make the WPI community a safe place by educating others about drinking responsibly and being prosocial bystanders.

SMART regularly holds events on campus to educate students on safe alcohol usage such as helping students realize how much alcohol is in a standard drink and how their body type will affect their BAC.

Greek Life Management Groups

Greek Life is a major part of WPI social life, with around 33% of undergraduates affiliated with a chapter (Worcester Polytechnic Institute, 2018). As an institution with such a large affiliated population, risk management needs to be extended to Greek Letter Organizations (GLOs). Three organizations that create related policies are the Fraternal Information and Programming Group (FIPG), the WPI Interfraternity Council (WPI IFC), and the WPI Panhellenic Council (PHC).

The FIPG is a national organization of GLO executives whose mission is to "be the leading resource of risk management education, programming and information to the broad based constituency involved in all aspects of Greek Life." The FIPG, whose

members work with both fraternity and sorority chapters and large insurance corporations, maintains a manual of recommended risk management policies. These recommended policies include, but are not limited to:

- All applicable laws regarding alcohol use should be followed at chapter activities.

- Alcohol should not be purchased using chapter funds.

- Open parties (parties where an invitation is not required) should be prohibited.

- No recruitment or new member education activity should involve alcohol.

- Drinking games should be prohibited.

- Bulk sources of alcohol (kegs, punch bowls, etc.) should be prohibited.

These policies apply to all GLOs that are members of the FIPG, which make up 70% of American fraternities and sororities (Fraternal Information and Programming Group, 2013).

Additionally, on campus there are the WPI IFC and WPI PHC. These organizations consist of executive members of every fraternity and sorority on campus, respectively. These organizations work in tandem with campus faculty in order to establish risk management policies and respond to negative incidents that do arise. The WPI IFC actively enforces campus policy at events by having what is known as a "party patrol," a small group of fraternity presidents who inspect a registered social event twice a night, checking for policy violations. These checks include, but are not limited to, ensuring that:

- No minor is served alcohol

- There are no communal sources of alcohol (Kegs, beer balls, punch bowls, etc)

- House occupancy is not above fire capacity

- The chapter has designated brothers performing risk management jobs

If a violation is to be found and not immediately corrected, the event is shut down and the chapter will be charged with violating the student code of conduct. The chapter is then sent before a justice board, where members of the Greek letter community examine the circumstances of the situation and impose a punishment on the offending chapter. The WPI IFC or PHC advisors reserve the right to overrule any justice board decision.

2.4 Creation of Risk Management Policies

When creating policy there are steps to be taken to ensure the policy is effective in both its intent and its implementation. A policy will only be effective if the groups it affects "buy in" to the policy's purpose. A national fraternity executive and risk management professional described the following process for creating a new risk management policy (Business Continuity Institute, 2018):

1. Policy
2. Embedding
3. Analysis
4. Design
5. Implementation
6. Validation

The first step to creating policy is **policy**. This is stage where the goal that the policy will achieve is formed. This step gives direction to the rest of the policy creation, and encourages the creator to use root cause analysis of previous incidents to find the

core of the problem they are trying to address. The work done during this first step lays the foundation for the rest of the steps, and can "make or break" the policy.

The next step is **embedding** the policy, or ensuring those that will be affected by the policy agree with its direction. As discussed in the interview, many policies fail because the embedding was either ignored or done poorly. If a policy is poorly written, unknown, or not favored by the parties it affects, it will quickly become ignored and ineffective.

After setting a goal for the policy and embedding it into all facets of the organization, the next step is **analysis**. This step involves asking, "How do we achieve the goal?" It often takes considerable time, as many factors must be taken into account when establishing the practicality of creating a policy.

Then, during the **design** step, the policy is actually written. During this step, it is important to consider the different demographics and profiles of the parts of the organization the new policy will affect, as a policy that it designed with one branch of an organization in mind may not be effective or relevant in another part. For example, when designing a policy that will affect multiple chapters of a national fraternity, one must recognize the different circumstances created by factors such as the culture of a chapter's host institution, the makeup of the chapter itself, and whether or not the chapter possesses a central residence.

Following the design step is **implementation**, in which the policy is put into effect throughout the organization. Although it may seem the process is complete at this point, no policy is fully actualized until it has gone through **validation**. This involves getting feedback on the policy from within the organization and gauging how

consistently it is being followed. Similar to the analysis phase, it is important to watch for bias when validating a policy, as one part of an organization may view and implement the policy quite differently than another part.

By following the six steps listed above the newly created policy will be effective in both its goal and its implementation. If any step is overlooked, the entire process and the resulting policy can fall apart.

2.5 Stakeholders

The primary stakeholders with interest in maintaining the safety of social drinking culture at WPI can be broken down into four main categories: The WPI administration, the WPI event hosts, the WPI student body, and the community surrounding WPI. These main groups can be broken down further into specific roles which each handle different parts of the social culture.
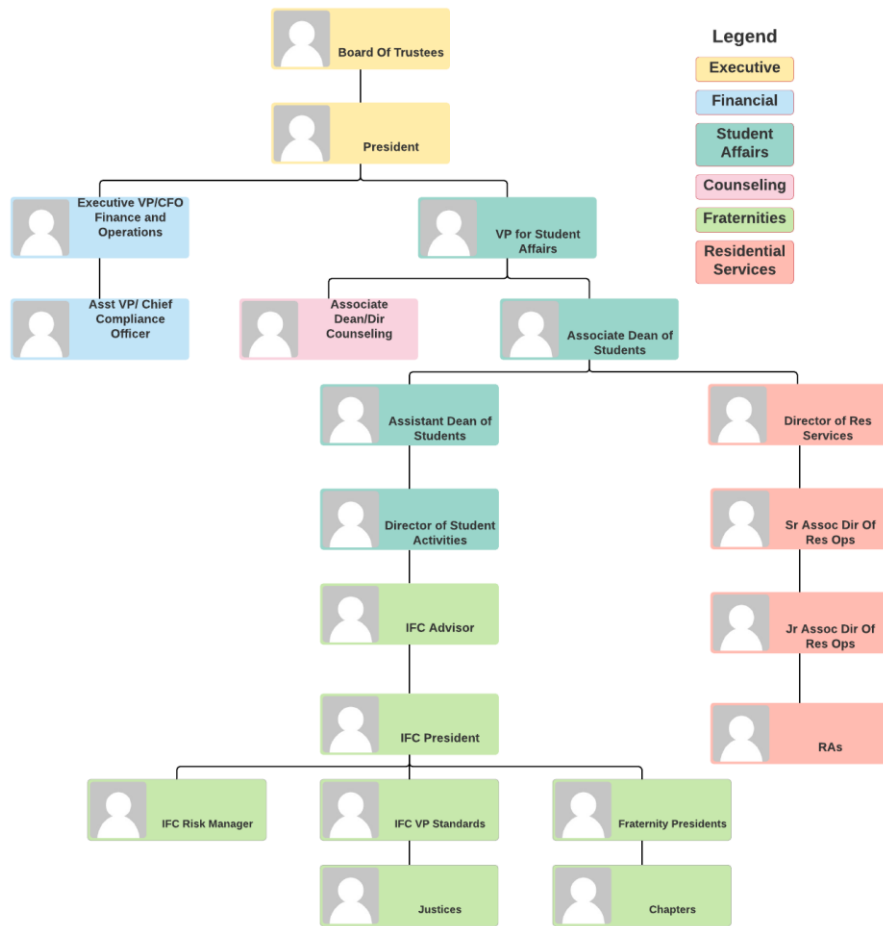
Figure 1: Breakdown of administrators at WPI related to the maintenance of the safety of its social drinking culture

The branches of WPI administration that relate to this project are shown in Figure 1. At the executive level there is the Board of Trustees and the President, whose responsibilities include ensuring the ongoing success of the institution and the protection of the institution from events that could harm its reputation or operation.

Of the branches of WPI administration that report to the President, the Financial and Student Affairs branches were of interest to this project. The Financial branch is responsible for making and maintaining policy that ensures that the institution is able

to be insured and that best practices from peer institutions are implemented. The policies implemented by this branch are higher-level in regards to mitigating risk, often applying to the entirety of campus. On the other hand, the Student Affairs branch is responsible for creating policy relating to students and interacting with students. The Division of Student Affairs includes the Associate and Assistant Deans of Students, whose responsibility is to discuss incidents with students after they occur and possibly impose sanctions on a student if they violated the Student Code of Conduct

Four groups of interest to this project operate under the Student Affairs office, working closely with the student body to manage various aspects of social drinking. The first of these is Residential Services, who is responsible for the operation of all residence halls on campus. First-year residence halls strictly prohibit alcohol, and it is the part of the responsibilities of Residential Advisors to enforce this policy. Next, the WPI Interfraternity Council (WPI IFC) is responsible for creating bylaws to prevent and mitigate risk at social drinking events and holding judicial hearings if an incident arises. Finally, the Student Development and Counseling Center (SDCC) provides support for students involved in incidents by providing counseling and educational resources.

The administration of WPI holds a clear stake in maintaining safety within the campus's social drinking culture. First, severely negative alcohol-related incidents can project a negative image of the institution, which may impact income from donations, jeopardize academic and industry partnerships, and generally devalue the WPI brand. Second, WPI has an obligation to provide a safe learning environment for students, which negative incidents can detract from. Finally, in the event that WPI is found to be

partially or wholly at fault for an incident, legal repercussions can consume significant funds and resources.

Besides administrators, students who host or attend events are stakeholders in the goal of this project. In addition to the natural desire they should have to keep their friends and acquaintances safe, event hosts can face social, institutional, and legal retribution in the event that a negative incident happens under their watch. Event guests can face similar consequences if they are involved in such incidents. And, of course, event guests benefit from an environment in which they can relax, enjoy themselves, and make social connections without fear of harm coming to themselves or those they care about.

Finally, the City of Worcester itself has a stake in the safety of WPI's social drinking culture. When guests of a social event make excessive noise, behave belligerently, and damage property, residents of nearby houses feel the effects. Furthermore, when the Worcester Police officers are dispatched to assist WPI Police, resources are taken away from the City that could be used to assist others in need. Lastly, the success of the City of Worcester is partially tied to the success of its ten institutions of higher education; thus, WPI improving its culture and reputation through promoting alcohol safety will benefit Worcester in the long run.

3 Methodology

The goal of this project was to analyze and improve the safety of WPI's social drinking culture by investigating the nature of the social drinking culture around campus; compiling existing policies and practices intended to ensure the safety of this culture; analyzing the relationships between policies, practices, and safe social drinking events; and, finally, proposing changes to policies and practices at WPI. This chapter discusses the various methods used to accomplish the stated goal.

3.1 Interviews

Interviews were conducted with WPI faculty members, peer institution faculty members, Interfraternity Council executive members, and GLO national executive members. This variety in interviewees allowed for insight from people on all sides of risk, including those who create policy, those who practice policy, and those who enforce policy.

WPI Faculty Members

Several WPI faculty members were selected to be interviewed. The positions of the members interviewed are listed below, along with the reason why they were chosen to be interviewed.

1. **Chief Compliance Officer:** According to WPI's website, this administrator "provides overall guidance and sets direction for all university compliance and risk management including, but not limited to, research compliance, legal, insurance, and enterprise risk management initiatives." The team sought to gain

from them a high-level understanding into how WPI creates risk management policy and how it prevents and mitigates incidents.

2. **Associate Dean of Students:** This administrator is responsible for creating, reviewing, and enforcing disciplinary policy, serving as the chief judicial officer on campus. The team sought to understand their role in preventing and mitigating risk, in addition learning about their opinions on how to ensure the safety of WPI's social drinking culture.

3. **Assistant Director of Student Activities:** This administrator also serves as the advisor to the Interfraternity Council, where they provide guidance to Greek leaders on creating policy and handling incidents. The team aimed to gain similar information that they aimed to get from the Associate Dean of Students, but with a greater focus on Greek life.

4. **Assistant Dean of Students:** The Assistant Dean of Students is responsible for meeting with students from a conduct perspective, and managing the care team, a system where anyone in the WPI community can flag a student that they are concerned about. The team aimed to gain similar information that they aimed to get from the Associate Dean of Students, but with a greater focus on student care.

5. **Assistant Director for Student Development:** The Assistant Director for Student Development is responsible for organizing the education and programs associated with alcohol and other drug prevention and mitigation. This includes creating and advising programs for first year students and organizations at WPI. The team interviewed them to understand risk management and prevention

from the perspective of someone who works closely with students involved in incidents.

These interviews were conducted in order to explore the following research questions:

- What each interviewee's role in the process of risk prevention and mitigation?
- What are the most prominent negative incidents at social drinking events at WPI?
- What existing policies effectively decrease the frequency and/or the severity of negative incidents?
- What factors are taken into account when reviewing policy?
- What are each interviewee's professional and personal opinions on the safety of social drinking at WPI and how to improve it?

Interfraternity Council Executive Members

To gain a perspective from students involved with risk mitigation and prevention, two executive members of the Interfraternity Council were interviewed. The positions of the members interviewed are listed below as well as why they were chosen to be interviewed.

1. Interfraternity Council President
2. Interfraternity Council Risk Manager

These positions were interviewed because of their role in risk management throughout the entirety of fraternity life on campus. These interviews aimed to explore the following research questions:

- What are the most prominent negative incidents at social drinking events at WPI?

- What existing policies effectively decrease the frequency and/or the severity of negative incidents?

Peer Institution Greek Life Advisors

The team interviewed three Greek Life advisors at three peer institutions of WPI, and one additional peer institution Greek Life advisor provided information over email. WPI defines peer institutions as colleges with relative similarity to benchmark performance measures, and a full list of WPI's peer institutions may be found in Appendix B. These faculty members were interviewed because of their role in preventing and mitigating risk in GLOs at their institution. Because a large portion of the undergraduate community at WPI is affiliated in GLOs, gathering information from peer institutions was useful to compare and contrast the differences in policies and practices. These interviews aimed to explore the following research questions:

- What is the process of risk prevention and mitigation at each interviewee's institution?

- What campus resources are available to help prevent and mitigate risk in Greek letter organizations and other social environments?

- What are the most effective policies in reducing negative incidents at the institution?

Greek Letter Organization National Executive Members

To gain insight into how a national Greek Letter Organizations handles risk management, an executive member of an International Fraternity was interviewed to explore the following research questions:

- How are good risk management practices promoted across many chapters?
- What is the typical response of this national Greek letter organization when one of its chapters has a negative incident?

Analysis of Interviews

The main method of analysis for the interviews was by investigating for common themes. The answers to common questions were grouped together and key words were highlighted. The number of times that a similar answer appeared was noted by the project team. Then, questions each overall interview was analyzed to look for common themes or suggestions.

3.2 Survey

An anonymous survey was constructed using the Qualtrics software suite. Its purpose was to examine the nature of social drinking at WPI, students' perceptions of safety at social drinking events, students' perceptions of risk management at social drinking event's and students' knowledge and opinions relation to the Culture of Care Resolution. The survey was intended to explore the following research questions:

- What is the prevalence and nature of social drinking culture at WPI?

- What scenarios affect the feeling of safety at events?

- How often are risk management measures are being taken at social events?

- How familiar is the student body with the Culture of Care Resolution?

The survey consisted of multiple choice questions, scale-based questions, as well as open-ended questions, and it took an average of four minutes to complete. For the survey questions, see Appendix D.

The survey was distributed through a couple of methods. Firstly, the team utilized the WPI class of 2018, 2019, 2020, and 2021 Facebook pages by posting a link, a description of the survey, and an image promoting it. Secondly, the team distributed fliers around campus, specifically on tables in the wedge by Morgan Hall and the Rubin Campus Center.

Figure 3.1. The image used to promote the survey, which was also printed on fliers.

The data that was gathered in Qualtrics was exported to a .csv file so that analysis could be done with Microsoft Excel and Google Sheets. Charts of the quantitative data were developed to easily identify notable information. After individual questions were analyzed, the team created cross tabulations of data to gain a deeper understanding of the results of the survey. Answers from the comment questions were categorized, and the team noted how many comments had similar themes.

3.3 Focus group

One focus group consisting of WPI fraternity presidents was conducted. The goal was to foster discussion about current policies, practices, and participants' experiences with their effectiveness. These focus groups different in nature from individual interviews, because the responses emerged from a group discussion of a topic rather than the answer to a specific question. The data from the focus group was analyzed in the same way as the data from the interviews; keywords were highlighted and then the context of the conversation was taken into account.

3.4 Compiling Existing Policy and Practices

Risk management policies at WPI and peer institutions were gathered through interviews and online research. These documents contain detailed guides to the roles of leaders in managing risk during social drinking events, and plans for handling scenarios that may arise as well as general school policy to be followed. The bylaws of the peer institutions' Interfraternity Councils (IFCs) were also obtained in order to analyze the basic requirements and expectations that peer institutions have for their GLOs. Furthermore, some institutions and campus clubs organize events that highlight issues of alcohol and provide solutions to prevent or mitigate these problems. The syllabi for these events was gathered as supplementary information. Lastly, we obtained the risk management policies of several national GLOs, either through their websites or by contacting their national offices.

3.5 Analyzing the Relationship between Data Collection Methods

The team took a holistic approach to analyzing and synthesizing the collected data. Common themes were observed between background research, survey results, interview responses, and focus group responses. When developing recommendations and materials, the team looked to make assertions that were corroborated by data from different sources.

4 Results

Through investigating current policy and practice, performing interviews and a focus group, and distributing a survey to the WPI community, the project team was able to collect a significant amount of data regarding WPI's social drinking culture. This chapter describes the data found through the various collection avenues.

4.1 Current Risk Management Policies and Practices

Before collecting information to create better risk management policies, the team examined policies that are currently instated. The team found that the only notable recent change was the inclusion of the Culture of Care Resolution (CCR) in the Interfraternity Council (IFC) bylaws in 2016 and the WPI Student Code of Conduct in 2017. Outside of the CCR, the risk management policies of WPI have remained the same for the past few years. Both the IFC and Student Code of Conduct versions of the CCR can be found in Appendix B.

A policy such as the CCR was found to not be unique to WPI. Nine out of the eleven institutions examined had an amnesty policy granting protection from discipline to students who call for help after an alcohol-related incident. Of the nine policies at peer institutions, six provide clear definitions of when the policy does not apply and two guarantee amnesty in all situations. Only one other college lets the decision of when the amnesty policy is applicable be a subjective decision.

Current policy surrounding GLOs was found to follow the guidelines published by the Fraternity Information and Programming Group (FIPG). These guidelines have been adopted by 89 GLOs nationally, including all organizations on WPI's campus.

These guidelines are also implemented into the IFC bylaws for events. The FIPG guidelines can be found in Appendix A.

4.2 Interviews

Over the course of the project, eleven interviews were conducted with WPI student leaders, and faculty from WPI and peer institutions. The purpose of these interviews was to gather information on the relevant policies of various institutions and their effectiveness, and gain insight into how to make social culture safer by talking to people directly involved in risk prevention and mitigation.

One topic that was discussed in almost every interview was the CCR or a similar policy. When asked what policies they find very effective in preventing and mitigating risk, 10 out of 11 interviewees used the CCR or a similar policy as an example. One faculty member from a peer institution stated "We have an amnesty policy here at [institution] and that has been one of the biggest things for us to ensure safety for our students." There were also many comments on the efficacy of the CCR or similar amnesty policies. While at peer institutions the amnesty policies have been "a huge win for mitigating any sort of big disaster," a member of the WPI faculty claims "the frequency that we were getting calls versus when we were before hasn't really changed." One student leader stated "The issue with it still is adoption. Some people still don't necessarily know about it or believe it will be implemented."

One section of the CCR that was discussed in detail was how many times the CCR could be used in a certain time frame. One student leader thought that it could be used 3 times per semester while another interviewee said it could only be used 1 time per

year. Yet another interviewee simply stated we need to "be more clear about what [it] is and how it shows up.

Another issue that was frequently brought up was that of hard alcohol (drinks containing a high percentage of alcohol). A student leader involved in risk management stated that "hard alcohol is the bane of [his] existence." A member of the WPI faculty shared the same opinion, saying "most of the alcohol incidents that [the Dean of Students] deals with are not someone who had too much [beer], it's the water bottle of vodka that they took to the off-campus party with them." However, this same faculty member admitted "we have very limited control over off-campus parties."

The next topic that came up often was "pregaming," which refers to quickly drinking alcohol before attending an event. At WPI, people felt it would "be naïve to think that people don't drink before they come into your house." However, it was also agreed that "[pregaming] is something that definitely leads to over- intoxication." Many interviewees agreed that pregaming is an issue that is very hard to control.

One theme that seemed to be associated with many of the previous points was a "work hard, play hard" mentality at WPI. This is the mentality that students work hard by studying for long hours and participating in multiple extracurricular activities during the week, then on the weekend "play hard" by consuming large amounts of alcohol. According to one WPI faculty member "students on [WPI's] campus very specifically tend to drink less frequently, but when they choose to drink, they tend to drink more."

Lastly, several interviewees mentioned programs targeted at changing how students view social drinking events. One interviewee believes there is a "gap between

what's perceived and what's real." Another interviewee thinks that "through [new student orientation], students get a little bit of training, sometimes that's not an honest conversation." Several interviewees from the WPI community supported the idea of people engaging in more honest and open conversations about alcohol. One student leader thought "a loosening of the way we could talk about [alcohol culture] would be helpful." A faculty member agreed, saying that getting buy-in from faculty to have such conversations would be positive.

4.3 Focus Group

One focus group was held during the course of this project. This focus group involved representatives from four fraternities on the WPI campus. Its purpose was to gain insights into how risk is managed at various social drinking events while also gather any group consensuses about what the best risk management practices are. Several topics were discussed that generated constructive discussion.

One topic involved discussing what the biggest risks at fraternity social events are. It was agreed upon that hard alcohol consumption, especially when guests rapidly drink before a social event (known colloquially as a "pregame") and then arrive at the fraternity house as the alcohol begins to take effect is one of the significant risks for fraternities. Other notable risks include guests vomiting in the bathrooms, guests who need help but refuse to take it from the hosts, and drunk guests leaving the house without anybody to take care of them.

The focus group also discussed policies and practices that they believe are either effective or ineffective in handling these risks. Having sober brothers stationed around parties with assigned responsibilities was identified as being an extremely important

practice. It was this practice, participants said, that largely contributed to the heightened sense of safety guests feel at WPI fraternity events as compared to apartment events, a phenomenon observed in the survey results. Additionally, some of the participants emphasized the importance of having a strictly-enforced guest list. However, the IFC-imposed party invite limit was deemed to be an *ineffective* policy, as it is set lower than the size of a typical party; when enforced, it can cause the guest list to be *less* rigorously adhered to at the door of an event. Lastly, it was agreed upon that affording fraternities a heightened sense of self-governance would likely encourage better behavior. It was said that fraternities are better incentivized to work hard to hold each other accountable when they believe that their judicial decisions cannot be arbitrarily overruled by WPI administrators.

It was also mentioned that current fraternity disciplinary practices may be unproductive, or even counterproductive. It was agreed that educational programs can be helpful, and that disincentives for causing risk such as social probation (temporary prohibition from hosting events with alcohol) can encourage fraternities to manage risk more diligently; however, placing chapters on social probation for extended periods of time causes the problem that the brotherhood loses knowledge on how to effectively manage a social event. As brothers who had experienced parties graduate, and new members join with a lack of knowledge on the subject, it becomes more likely that another incident will occur once the chapter's probation is lifted, resulting in more social probation and continuing the cycle of knowledge loss.

Finally, the Culture of Care Resolution (CCR) was discussed. The participants generally agreed with the concept of the resolution, saying that fear of punishment

should never get in the way of ensuring the safety of a brother or guest. However, they agreed that the wording of the CCR needs improvement, as it currently not clear exactly when it applies, what happens immediately after it is used, and the follow-up for a chapter when it is used. Additionally, it was asserted that the disciplinary protections provided by the resolution should be strengthened. One participant explained that as someone who manages risk, there are two sets of possible consequences when a guest needs medical attention: those that would happen if they do make a call for a transport, and those that would happen if they do **not** make the call. He said that in order to make events safer for guests, either the former set of consequences need to become less severe (i.e., make the CCR provide more forgiveness), or the latter set need to become more severe (i.e., punish a chapter more if they fail to make a necessary medical call). Along those lines, one participant said, to general agreement, that "we have been afraid to use the CCR multiple times, and having that thought in your head instead of ensuring the safety of [a person need] is awful." Lastly, when asked about campus awareness of the resolution, both inside and outside Greek life, participants agreed that too few people are aware of the CCR and its significance. They said that presentations to chapters on the CCR that the WPI SMART (Students Mentoring Active Responsibility Today) student organization does are helpful, and that the project team's plan to distribute pamphlets to first-year students explaining the CCR and other relevant social event policies would be helpful, provided that they come across

4.4 Survey

The survey yielded 201 responses from the WPI community. 100 respondents were male, 94 were female, 7 were not listed or preferred not to answer. Class year was

nearly evenly distributed, with 40 freshmen, 46 sophomores, 63 juniors, and 48 seniors. The number of respondents who are affiliated with GLOs and those who are not affiliated with GLOs are also nearly evenly distributed with 111 (55%) affiliated responses and 88 (44%) not affiliated responses. 190 (95%) of the responses came from non-international students
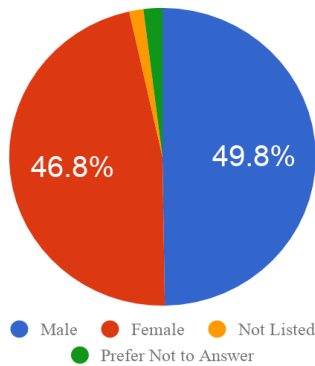

Figure 4.1. Genders of survey respondents (n=201)
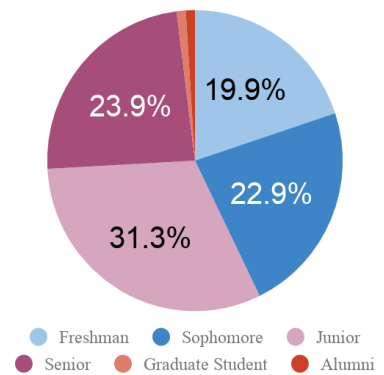

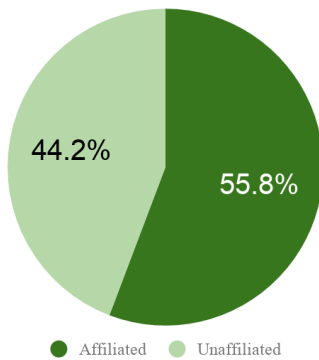**Figure 4.2.** Graduation years of survey respondents (n=201)

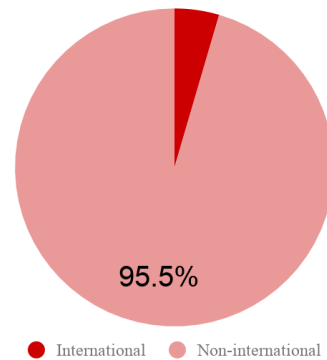**Figure 4.3.** Whether respondents were affiliated with social Greek-letter organizations (n=199)

Figure 4.4. Whether respondents were international students (n=199)

Self-Reported Intoxication Levels and Social Drinking Event Attendance

The survey asked respondents how many social drinking events they attended at Greek letter organizations and apartments, as well as how intoxicated they were when attending social drinking events.
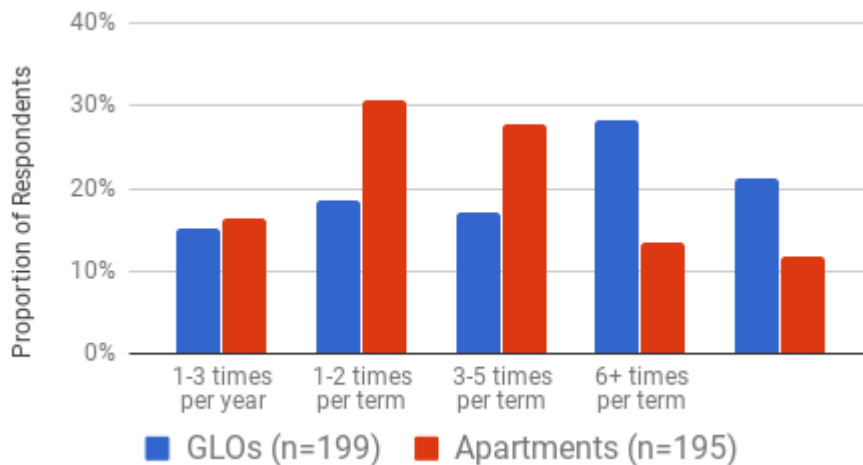

Figure 4.5. Guests' self-reported, qualitative, typical intoxication at a social

drinking event (n=199).

About 49% of respondents said they attended 3 or more social drinking events at GLOs per term, while 25% attend 3 or more social drinking events at apartments per term.
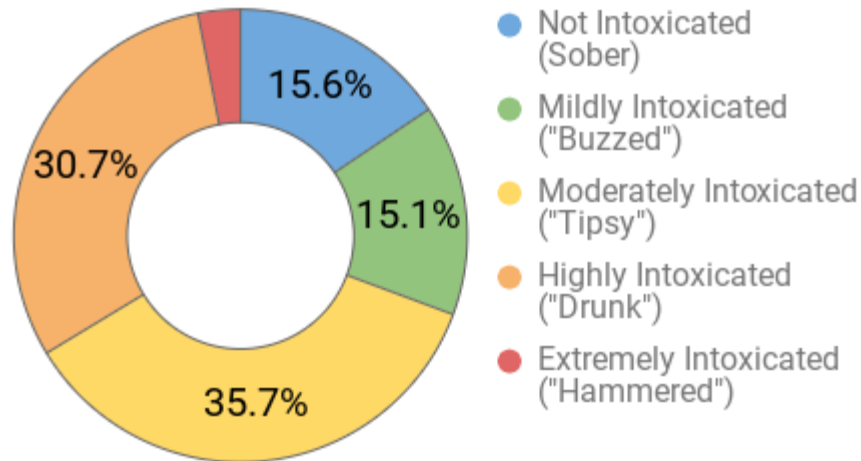
Figure 4.6. Guests' self-reported, qualitative, typical intoxication at a

social drinking event (n=199).

Self-reported intoxication levels fell into 3 main groups with about a third of respondents in each group. A third of respondents indicated that they become highly intoxicated, with a few respondents saying they become extremely intoxicated. Slightly more than a third indicated that they become moderately intoxicated. Finally, a third of respondents indicated they become mildly intoxicated or not intoxicated when attending social drinking events.

Perceived Safety

During the survey participants were asked how safe they felt at apartments and at GLO's in several situations: when you know the host, when you don't know the host when the event is crowded and when the event is uncrowded.

Figure 4.7 Legend:

Question:

How safe do you typically feel in the following situations during social drinking events
at WPI?

Categories: A – Apartments   B – Greek Letter Organizations

Scenarios: 1. You do NOT know the host(s)   3. The event is NOT crowded

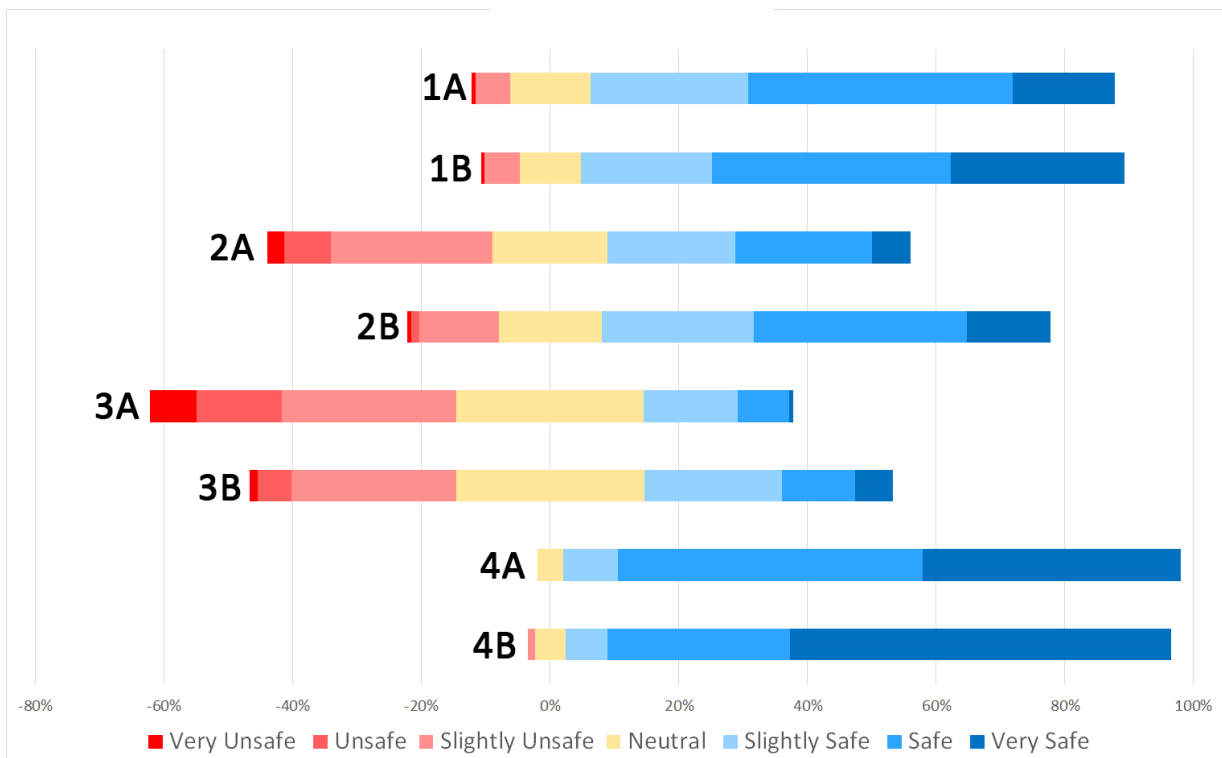2. You know the host(s)   4. The event is crowded

Figure 4.7: Perceived Safety at Social Drinking Events at WPI

In addition, participants were asked to write what specifically made them feel safe or unsafe at a GLO or an apartment. For GLOs, many comments (69) said that visible risk management at events, such as sober brothers, controlled entrance, etc., made them feel safe. At apartments, people knowing the hosts (47) or other people (43) present was the most common factor of safety mentioned in the comments. Some of the most commonly indicated factors that make people feel unsafe at GLOs are not knowing other people at the event (26) and it being crowded (15), while at apartments many people indicated that no regulation (13) and not knowing other guests (33) are factors that made them feel unsafe. A full list of mentioned factors is provided in Appendix D.

Observed Risk Management Practices

The survey also asked how frequently participants saw various risk management policies at GLO events and at apartments events. The survey inquired about a wide range of risk management policies: is the door to the event actively controlled?; is access to alcohol actively controlled?; are highly intoxicated guests cut off from alcohol?; are there sober hosts at the event?; are problematic guests removed from the party?; and are guests in distress given the assistance they need?

Figure 4.8 Legend:

Question:

How often do you observe the listed practices at social drinking events you've

attended at WPI?

Categories:	A – Apartments	B – Greek Letter Organizations
Scenarios:	1. Guests in need are helped by the host(s)	4. Highly intoxicated guests are cut off from alcohol
	2. Problematic guests are removed from the event	5. Access to alcohol is actively controlled
	3. There are sober host(s) supervising the event	6. Entrance to the event is actively controlled

Figure 4.8: Risk Management Practices at GLO and Apartment Social Drinking Events

Culture of Care Resolution Knowledge

The last subject addressed by the survey was WPI's CCR. Participants were asked how familiar they were with the CCR and if they had any opinions on the resolution.
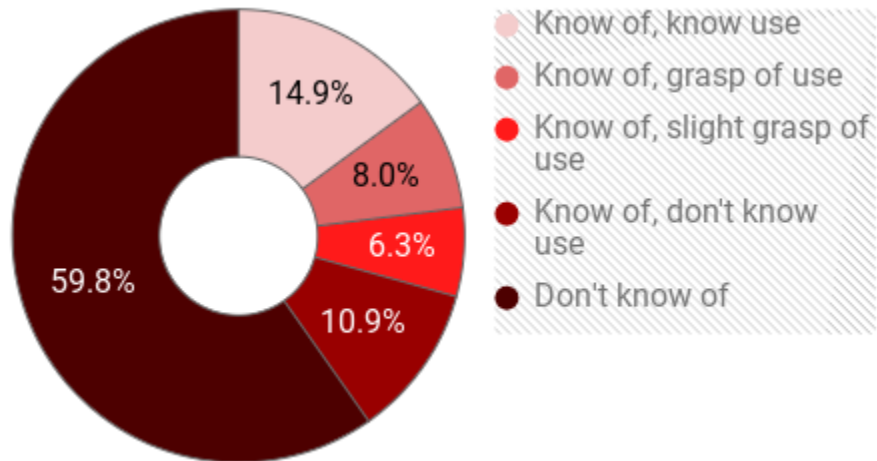

Figure 4.9. Proportions of WPI students that understand the Culture of Care Resolution (CCR) to varying degrees (n=174).

Figure 4.9 indicates that 59.8% of respondents do not know of the culture of care resolution. Only 14.9% of respondents were comfortable indicating that they know the use of the CCR.

	Affiliated	Unaffiliated
Know of, know use	25	1
Know of, grasp of use	11	3
Know of, slight grasp of use	7	4
Know of, don't know use	9	10
Don't know of	41	61
Total Responses	93	79

Table 4.1 *Affiliated vs. Unaffiliated Knowledge of the CCR*

Table 4.1 compares respondents knowledge of of the CCR and their affiliation status. Of the 26 responses for fully knowing the CCR, 25 of them were affiliated with greek life. Furthermore, many of the responses for having a grasp or slight grasp of its use were also affiliated. An overwhelming majority of unaffiliated responses were that they did not know of the CCR at all.

Of the 35 comments gathered in the survey, all 35 stated that the CCR was a positive policy. However, 16 of these respondents thought that it could be improved in some way, and many of them offered suggestions. The comments focused on making it more explicit to ease confusion that people have and improving education of the policy so that all members of the WPI community understand it and know its use.

General Comments

Respondents had the opportunity to offer any other comments that they thought were relevant to the survey. The theme that was mentioned the most was that respondents thought that GLOs are safer than apartments. The regulation that occurs at GLO social drinking events are important to people. One other topic that was mentioned was having programs at WPI that help students understand how to drink safely if they choose to do so. Also mentioned was addressing the "work hard, play hard" mentality – working hard during the week and then playing hard by drinking heavily on the weekends – by educating people so they know how to not get out of hand.

5. Findings

As a whole, the multiple avenues of data collection the team employed pointed to similar conclusions, and synthesized well into three key findings. Firstly, the team collected insightful facts and figures regarding WPI's current social drinking culture. Secondly, the team learned much about the importance of and the issues surrounding the WPI Culture of Care Resolution (CCR). Lastly, the team discovered the necessity for new educational materials and programs about safety in social drinking culture at WPI. These findings are used in Section 6 (Conclusion) to develop concrete recommendations and resources for WPI administrators and students.

5.1 WPI's Current Social Drinking Culture

An interviewed WPI administrator explained that WPI, along with many colleges, follows the phenomenon known as the "rule of thirds." In the context of college alcohol consumption, this phenomenon observes that about a third of students drink either not at all or minimally, a third are drink moderately, and a third drink heavily. Our survey results reflect this phenomenon. As can be seen in Figure 4.6, about a third of respondents self-report that they are typically either sober or mildly intoxicated ("buzzed") at social events, about a third say they become moderately intoxicated ("tipsy") at events, and the final third indicate that they become highly intoxicated ("drunk") or extremely intoxicated ("hammered").

In addition, several members of the WPI community expressed the opinion that events hosted by GLOs were safer than those hosted at off-campus apartments. A member of the WPI staff said "most of the alcohol incidents that [the Dean of Students]

deals with are not someone who had too much [beer], it's the water bottle of vodka that they took to the off-campus party with them." The focus group agreed saying they believed that social events at apartments were more dangerous than GLOs. Finally, survey respondents generally indicated that they feel safer at GLO social events than apartment social events (Figure 4.7).

The team hypothesized this perceived safety at GLOs was a result of GLOs employing risk management practices more frequently than apartment hosts. Our survey asked about six common risk management policies, including controlling entrance to the event, having sober hosts on duty, and helping guests in need. Respondents reported GLOs as performing every one of these practices more frequently than apartment hosts (Figure 4.8). Also, interviewees expressed similar sentiment, stating "I feel that having wet fraternities does a lot for a community as far as having a safe alcohol culture" and "we have very limited control over off-campus parties." The focus group corroborated this idea even further, issuing similar statements. As a result, the team has concluded that social events at GLOs are perceived as safer on WPI's campus because they feature essential risk management practices more frequently than apartment social events do.

5.2 WPI Culture of Care Resolution

Another set of points that were consistent across the different forms of collected data regarded the WPI Culture of Care Resolution (CCR) and other amnesty or "good Samaritan" policies.

Most interviews with WPI staff, faculty, and students indicated that the policy is essential in protecting student safety. This was also reflected in comments gathered about the CCR in the survey as well as the focus group. Of WPI's eleven peer institutions, nine institutions have an amnesty or good Samaritan policy in their codes of conduct. All three peer institution Greek life advisors that were queried about which policies increase student safety referenced an amnesty or good Samaritan policy. Therefore, it is apparent that the wording and implementation of the WPI Culture of Care Resolution is very relevant to the safety of students at social drinking events; if the CCR has design or implementation problems that would decrease its efficacy in ensuring student safety, they should be addressed. The project team identifies two such problems and, in the Section 6 (Conclusion), proposes solutions to them.

Firstly, the resolution has an issue of limited awareness: 70% of survey respondents either did not know what the CCR was or did not understand it. This statistic was corroborated by assertions made by WPI faculty, staff, and student leaders. For example, one fraternity leader stated that the majority of his brothers are most likely unaware of the resolution. WPI administrators also agreed that increased awareness of the CCR would make it more likely to be used, which is desirable.

Secondly, most interviewees, most focus group participants, and many survey respondents agreed that the resolution could benefit from modification due to several

issues with its current form. The key issues identified during this project are enumerated below:

- There are actually two versions of the Culture of Care, one in the WPI Student Code of Conduct, and one in the WPI IFC Bylaws. The two resolutions differ in enough ways in order to cause confusion for those who would benefit from understanding the policy. Many of those interviewed were not aware of that both versions of the resolution existed.

- The Code of Conduct version states that students will **generally** not be adjudicated in the case of an incident, implying that the administration has unlimited jurisdiction to disregard the policy. While it is unlikely that the administration would abuse this power, the ambiguity erodes students' and organizations' trust in the resolution. This claim is supported by survey responses and statements made by fraternity leaders in the focus group.

- The IFC Bylaws version limits the application of the CCR to one incident per year. This is intended to prevent abuse of the policy. However, in practice, it severely limits the efficacy of the policy, because organizations are reluctant to "use up" their one instance of amnesty, and once they do use it, the safety issues that existed before the introduction of the resolution return. Currently, the IFC advisor and risk manager maintain a higher limit of three uses per semester; however, this practice was not known by all fraternity leaders in the focus group, and because it is not written, it can be reversed at any time.

- No amnesty is currently guaranteed for students who are the recipients of medical attention. Even if an organization is confident that they will not receive

sanctions, they may still be reluctant to call in fear that the student in need will receive disciplinary action.

- The Code of Conduct version of the CCR does not specify disciplinary protection for those involved in drug-related incidents. As pointed out by a peer institution Greek life advisor, opiate abuse is becoming increasingly prevalent in the United States, and a significant number college students consume substances other than alcohol. The safety of such students should be held in the same regard as those who only choose to consume alcohol.

The issues presented here decrease students' and organizations' faith that they will not be adjudicated when they call for medical assistance for a student in need. A focus group participant stated that they had been "We have been afraid to use the CCR multiple times, and having that thought in your head instead of ensuring the safety of [a person in need] is awful." Furthermore, an interviewee stated that "people still don't necessarily know about [the resolution] or believe it will be implemented." Lastly, one survey respondent stated that "It's purely symbolic and carries no actual value. Administration can bypass it whenever they want, rendering it useless." Clearly, many students and organizations do not believe that the resolution is not written strongly enough to achieve its stated purpose.

It should be noted that it is possible, and even likely, that the WPI administration and IFC is already handling incidents with generous amnesty for those who prioritize the health of others. One WPI administrator said that the implementation of the current CCR did not change how incidents are handled, but simply codified what was already in practice. Nonetheless, students and organizations must trust that this is the case in

order to fully perpetuate the desired culture of care. The best way to give them that confidence is to strongly and clearly state when and to what extent disciplinary amnesty applies.

5.3 Alcohol Education at WPI

Awareness of how to remain safe while socially drinking could and should be improved at WPI. In Section 4.2, multiple interviewees expressed interest in having a conversation with students about safe social drinking that does not feel restricted by legal or institutional policy concerns. This type of open and honest conversation between students and a role model such as a Residential or Community Advisor may be an effective supplement to the existing programs such as AlcoholEDU, a required online mini-course on safe drinking.

As part of making the conversation more open, more information needs to be provided to first-year students on the behavior expected of both hosts and guests at fraternity social drinking events. One interviewee stated that "a former [Greek life leader], the scariest day of the year is the Saturday after sorority bid day." He believed this was because many of the conversations were particularly restricted in regards to talking about social drinking at fraternities, so when students (specifically, in this quote female students) attend their first fraternity social drinking event, they are often unaware of both the policies hosts follow in order to keep them safe and the guidelines guests should follow in order to be responsible. Another interviewee stated that certain risky alcohol-related actions guests perform were "almost disrespectful" to fraternities. However, since conversations about fraternities are so restricted, first-year students may not necessarily know how to act at fraternity events. In addition,

since risk management practices are performed less frequently at apartments (Figure 4.8), new students may not know about common risk management practices. Given these considerations, the team believes that educational materials and programs centered around honest discussion of social drinking culture should be created for first-year students.

Lastly, as already discussed in Section 5.2, there is a lack of knowledge within the WPI student body regarding the Culture of Care Resolution. One student leader suggested that "education during [orientation] about the CCR would be a great thing to implement." There is already some effort on campus to increase awareness of the CCR: Students Mentoring Active Responsibility Together (SMART) is a WPI student organization focused on promoting alcohol safety, and one of their programs is a presentation given to fraternity chapters on the CCR and other alcohol-related topics. One member of the focus group spoke positively about one of such presentations, which raised awareness of the resolution in his chapter. Interestingly, the survey results stated that 90% of the people who knew the CCR and knew its use where affiliated with a GLO. It is possible that this statistic is a testament to the effectiveness of educational material on the resolution. Thus, it is worth considering spreading awareness of the Culture of Care Resolution by creating informational materials about it, implementing educational programs on it, or adding information about it to existing materials or programs. These materials and programs should be targeted at both Greek-affiliated and Greek-unaffiliated students, as knowledge of the CCR is important to both those who may need to make a call for medical assistance and those who may be in need of assistance themselves.

6. Conclusion

The goal of this project was to analyze and improve the safety of social drinking culture on college campuses. Based on the findings, the team developed four specific deliverables: a proposal to revise the Culture of Care Resolution (CCR), a WPI social drinking culture data sheet for administrators and relevant student organizations, a proof-of-concept brochure for first-year students on fraternity event guidelines and the CCR, and a recommendation for a New Student Orientation program involving open and honest conversations about safe social drinking. These products will hopefully incite policy change and increase awareness in a way that will improve the safety of social drinking culture at WPI.

6.1 Proposed Revisions to the Culture of Care Resolution

As previously discussed, the CCR is not well known throughout the student body, and many of those who do know about it do not trust it. Using recommendations from interviews, focus groups, and survey comments, as well as drawing inspiration from peer institutions' amnesty policies, a proposal to revise CCR was created. The proposed changes include unification of the Student Code of Conduct and the Interfraternity Council(IFC) Bylaws versions of the resolution, reorganization of the resolution into four sections, removal of the qualifier "generally" from the non-adjudication clause, clarification of the ability to use the resolution an unlimited number of times, addition of specific exceptions, addition of a "good faith" condition to prevent abuse of the resolution, extension of amnesty to transported students, addition of a clause requiring

callers to remain with the student in need until assistance arrives, and extension of the clause to drug-related incidents.

The proposal includes the full text of both existing resolutions, explanations and justifications of all nine proposed changes, and the full text of the revised resolution. The proposal is included in its entirety in Appendix E. The project team plans to forward the proposal to relevant administrators and students, and potentially pitch the changes in a formal presentation.

The team strongly believes that strengthening and clarifying the CCR will encourage students to seek help for those in need without fear of disciplinary retribution, increasing overall safety of students participating in social drinking at WPI.

6.2 WPI Drinking Culture Data Sheet

The most notable findings from the survey were compiled into a data sheet, which was distributed to relevant WPI administrators, as well as organizations focused on promoting alcohol safety such as WPI SMART and the WPI IFC Responsible Alcohol Culture Committee. The purpose of the data sheet is to to serve as a quick reference important WPI alcohol-related statistics, pique interest in tackling issues within WPI's social drinking culture, and provide justification for the other project deliverables. See Figure 6.1 below for the fact sheet itself. A larger version of the image is included in Appendix E.
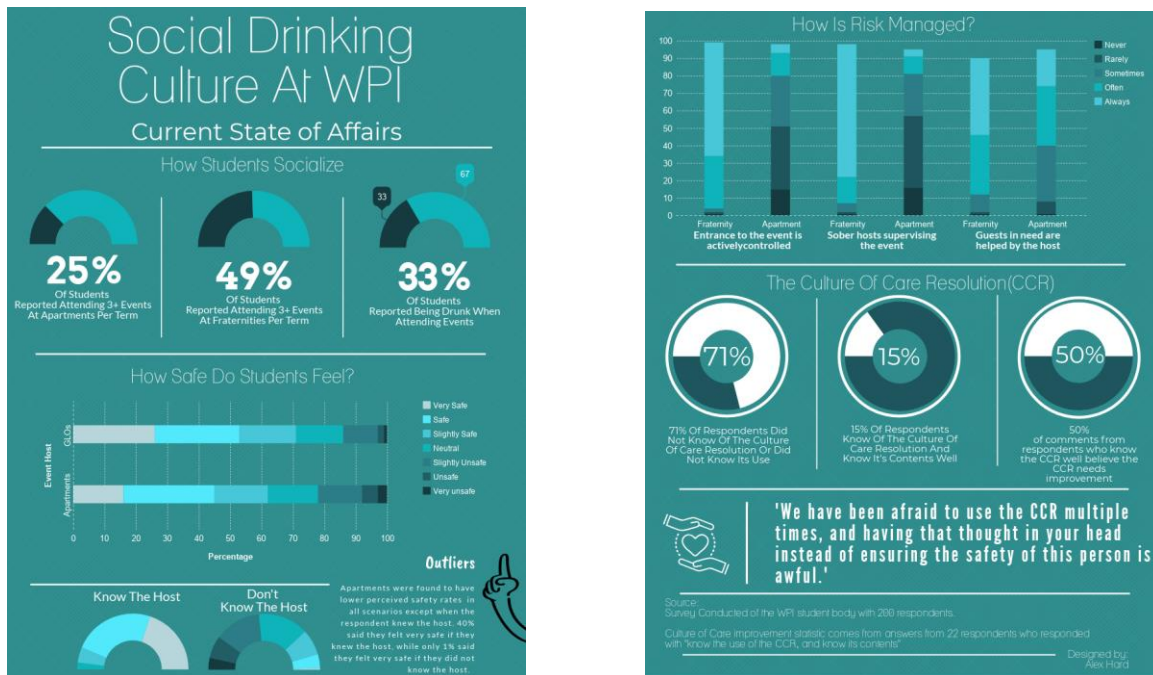
Figure 6.1: *WPI social drinking culture data sheet intended for relevant administrators and organizations. Based on data from a survey of approximately 200 responses.*

6.3 Fraternity Social Event & CCR Brochure

It became apparent that educating students on WPI's policies, the WPI IFC's policies, and practices to how to remain safe while drinking is essential for the cultivation of a safe social culture. Furthermore, it is important that this education occurs early in students' first year, as survey results indicate that many first-year students attend social events where alcohol is present. To assist in this process, a proof-of-concept trifold brochure was developed. The brochure includes a short explanation of the CCR and how it can be utilized, important policies and practices to know about when attending WPI fraternity social drinking events, tips for remaining

safe at events, and phone numbers for campus resources. While some details of policies are omitted, enough information is provided to give students a general idea of how to be a responsible and respectful social event guest.

The project team believes that content of the brochure is in a good form. However, the brochure could possibly use graphical rework before final release. See Figure 6.2 below for the brochure itself. A larger version of the image is included in Appendix E.
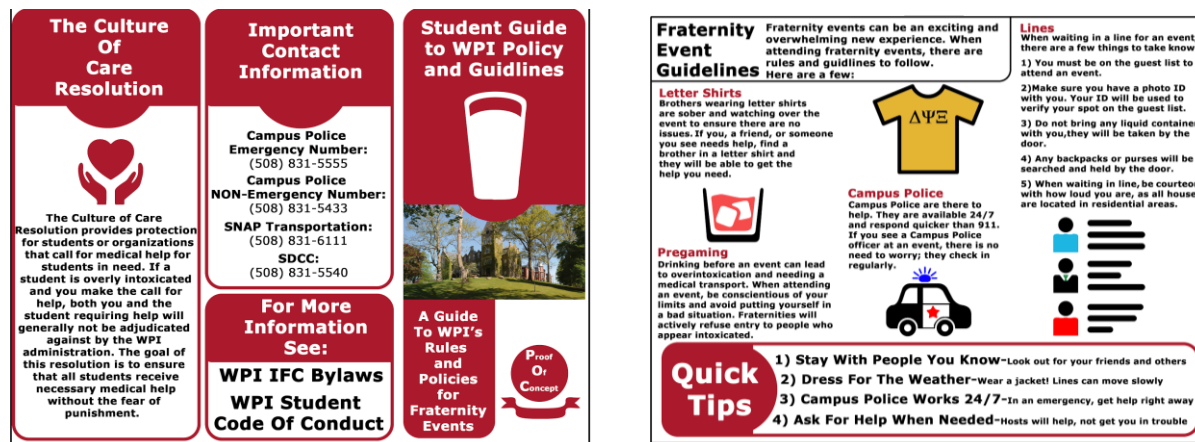

Figure 6.2: The proof-of-concept trifold brochure for educating first-year students on the CCR and IFC social event guidelines.

6.4 New Student Orientation Program Recommendation

The project team recommends the creation of a program run by Residential or Community Advisors focused on promoting an open and honest conversation about how to safely attend social drinking events, and how to behave responsibly in the event if they do choose to drink. This program would ideally be a supplement to the existing AlcoholEDU online course, which provides students with valuable factual information about alcohol consumption, but may not convey the gravity of the importance of safety while drinking in the way that a conversation with peers and student role model could.

Due to time constraints arising from the large number of administrators that would need to be consulted in order to effectively design and implement such a program, the team leaves the program as simply a general recommendation. However, creating the program could very well be the work of a future IQP of the Sustaining WPI On-Campus Project Center.

6.5 Future Work

Unfortunately, the adoption of these proposed CCR changes, the finalization and distribution of the brochure, and the design and implementation of the New Student Orientation program are all outside the scope of this Interactive Qualifying Project. Future work, whether it be in the form of an IQP or a student organization initiative, should focus on achieving these goals. Additionally, it is possible that our survey data and interview notes could be further analyzed to create more recommendations or educational material.

6.6 Closing Remarks

At the onset of this IQP, the project team suspected that the WPI administration and student body could do more to ensure the safety of social drinking culture. The team's findings not only supported, but confirmed this suspicion.

Worcester Polytechnic Institute prides itself in being a forward-thinking institution that provides its students with exceptional opportunities to learn and grow. Therefore, the institution should strive to be a leader in policy and practice, especially when those policies and practices directly pertain to the well-being of its students. This project's deliverables were developed thoughtfully by a team of four students—all with first-hand experience managing large social drinking events and handling their risks— after careful analysis of data collected from general students, student leaders, and college administrators. Therefore, the team implores the WPI administration to at least consider implementing these recommendations.

At least in the current state of higher education, it is a reality that many college students will choose to consume alcohol at social events. The students of WPI are no exception. College administrators will find it very difficult to put an end to this phenomenon altogether. What is very much within their power, though, is to work with students to create policies and cultivate a culture where social drinking is done in a safe, responsible, and respectful manner.

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Appendix A: FIPG Guidelines

FIPG RISK MANAGEMENT GUIDELINES
June 2017

The Risk Management Guidelines of FIPG include the following provisions and recommendations. These are intended to apply to all levels of membership in an organization. These are recommendations only as FIPG does not exist as a stand-alone association with membership and a board of directors. FIPG serves as a resource of the Fraternity Executives Association (FEA) for all organizations, colleges, universities and other entities and individuals.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, should be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and should comply with either the BYOB or Third Party Vendor Guidelines. BYOB is defined as one (1) six-pack of 12-ounce beers or one (1) four pack of wine coolers brought by a member or guest who is legally able to consume an alcoholic beverage.

2. No alcoholic beverages should be purchased through or with chapter funds nor should the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is discouraged.

3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are not recommended. Any event with alcohol present that can or will be associated with an entity of a fraternity should require a guest list prepared 24(twenty-four) hours in advance of the event. It is recommended that a list of those who attend be maintained for several years.

4. No members, collectively or individually, should purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).

5. It is recommended that the possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity be prohibited.

6. No chapter should co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present could be conducted or co-sponsored with a charitable organization if the event is held within the provisions of the organization and college or university policy.

7. No chapter should co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.

8. All recruitment or rush activities associated with any chapter should be non-alcoholic. No recruitment or rush activities associated with any chapter should be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.

9. No organization or member or pledge, associate/new member or novice should permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong,"
"century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

10. No alcohol should be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.

HAZING

No chapter, colony, student or alumnus should conduct, participate in nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

SEXUAL ABUSE AND HARASSMENT

An organization should not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions, activities or events, whether on chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members acting together. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy should not be allowed.

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house should be prohibited.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

EDUCATION

Each fraternity should annually instruct its students and alumni/alumnae in its risk management policies and practices. It is recommended that all undergraduates and key volunteers receive on an annual basis a copy of the organization risk management policy and that a copy of the policy be posted on the organization website. *For more information, refer to www.fea-inc.org/fipg.*

For questions or interpretation of FIPG Guidelines please contact David Westol at 317-250-3799 or David.Westol@gmail.com

Appendix B: Amnesty/Good Samaritan Policies from WPI and its Peer Institutions

WPI's Peer Institutions List:
- California Institute of Technology
- Carnegie Mellon University
- Case Western University
- Clarkson University*
- Drexel University
- Illinois Institute of Technology
- Massachusetts Institute of Technology
- Rensselaer Polytechnic Institute
- Rochester Institute of Technology
- Stevens Institute of Technology*
- Tufts University

*The team did not find an amnesty policy for Clarkson University or Stevens Institute of Technology

California Institute of Technology

The safety and health of our students is our primary concern. Alcohol intoxication requiring medical attention is considered a health issue, therefore, the primary Institute response is a medical one. Caltech acknowledges that there may be times when students may face medical emergencies involving excessive drinking and/or drug use. In these situations, it is the immediate obligation of those in the presence of a severely intoxicated person to seek help. In order to encourage students to seek prompt and appropriate attention for alcohol or any other drug intoxication, where a student clearly sought help for themselves or another student due to excessive alcohol or other drug consumption, the matter ordinarily will not result in disciplinary action unless there are circumstances indicating repeated or egregious violations of the Substance Abuse policy, a violation of another Institute policy, or where the student's conduct placed the health or safety of any other person at risk. Failure to call for assistance will be considered an especially serious violation of policy.

Carnegie Mellon University

The university community values the health and safety of its members and supports an environment that encourages students to come to the assistance of one another. To that end, certain provisions — known as the Alcohol Medical Assistance Procedure—have been made to ensure that responsible action is taken when a student is compromised due to consumption of alcohol.

Students for whom medical assistance is summoned for alcohol intoxication will be granted amnesty from university administrative disciplinary action and University Police action. The student who summons University Police/EMS on behalf of an intoxicated student will likewise be granted such amnesty provided the caller remains with the intoxicated student until help arrives. Students who are directly involved in attending to the intoxicated student until help arrives also will be granted such amnesty.

Those seeking assistance will be assured that the university will pursue no further action against any individual or organization involved in such an incident when appropriate medical attention is sought. Students involved in an alcohol-related incident for which amnesty is granted will be provided appropriate educational or developmental interventions.

Amnesty applies only to alcohol violations and does not apply to other criminal activity such as assault, property damage or presence of other illicit substances. In cases where help is indicated but not sought, the most severe disciplinary action will be taken against all students involved.

Case Western Reserve University

Case Western Reserve University seeks to promote a community of care through providing Medical Amnesty for individuals and organizations who seek medical attention related to medical emergencies for alcohol and drugs. To ensure that a student obtain the help they need for these potentially life-threatening emergencies, CWRU seeks to reduce barriers to seeking assistance.

Case Western Reserve University's Medical Amnesty Policy:

a. eliminates judicial consequences for:
- students and/or organizations seeking assistance
- the assisted individual
- others involved

b. applies when the allegations under the Campus Code of Conduct or organization's policies involve:
- underage consumption of alcohol
- use of drugs
- disorderly conduct

c. does not preclude disciplinary action regarding other violations, such as:
- causing or threatening physical harm
- sexual violence
- damage to property
- fake identification
- unlawful provision of alcohol or other drugs
- harassment
- Hazing

In order for this protocol to apply, the assisted student must agree to timely completion of assigned alcohol and/or drug education activities,* assessment, and/or treatment (assigned by Case Western Reserve University depending on the level of concern for student health and safety).

Failure to complete recommended follow-up will normally result in revocation of judicial amnesty.
Repeated incidents may prompt a higher degree of medical concern with additional steps taken.
Likewise, organizations involved in an incident must agree to take recommended steps to address concerns, such as educational follow-up. Multiple incidents may result in revocation of an organization's recognition.

Medical Amnesty does not negate the university's obligation to notify the CWRU Police Department as required by Ohio State Law. The Medical Amnesty Policy represents the University's commitment to increasing the likelihood that community members will call for medical assistance when faced with an alcohol and drug emergency. The Medical Amnesty Policy also promotes education for individuals who receive emergency medical attention related to their own use of alcohol or other drugs in order to reduce the likelihood of future occurrences.

*Adapted from Cornell University's Good Samaritan Protocol

Drexel University

Drexel University's primary concern is the health and safety of its students. The University is aware that students are sometimes reluctant to seek medical attention in alcohol- and other drug-related emergencies out of fear that they may face sanctions related to possessing or consuming alcohol or other drugs. Because these emergencies are potentially life-threatening, Drexel University seeks to create a culture of trust and care paired with safety and responsibility while reducing any barriers that would prevent students from seeking assistance by implementing the Responsible Dragon Protocol (RDP).

Description of the Responsible Dragon Protocol (RDP)
The RDP provides complete amnesty from disciplinary action for students who, while in a situation or position of violating the alcohol and/or drug policy, responsibly report alcohol and/or other drug-related emergencies to the proper authorities for the intention of seeking medical or safety assistance for anyone in need of emergency care.

Description of and Requirements during Emergency Situations
Students who find themselves in a situation that requires emergency care of another should contact the Department of Public Safety at 215.895.2222, immediately seek assistance from a Residence Hall/University staff member to report the details needed by emergency response personnel, and/or call 911 if away from the campus vicinity.

Students needing medical assistance during an alcohol- or other drug-related emergency and individuals seeking assistance for those in need will not face disciplinary/conduct action for the mere possession/use of alcohol or drugs. However, staff from the University's Office of Residential Living and Student Conduct will seek a mutually agreeable resolution to the matter, when possible, while meeting with the same student(s) to discuss the incident. Students may be required to participate in an appropriate educational program.

Other Requirements / Conditions
In extreme cases, the executive director for Residential Living and Student Conduct (RLSC) or designee reserves the right to revisit the applicability of the Responsible Dragon Protocol. Even if there is not a disciplinary action, RLSC will maintain a file of each case that may be used to establish a pattern of history should subsequent alcohol or other drug violations occur. Conduct violations do not appear on the student's academic transcript.

Important Policy Limitations

Students should be aware that the Responsible Dragon Protocol does not prevent action by local and state authorities when the situation warrants outside involvement.

Illinois Institute of Technology

In an effort to encourage students to help one another by contacting the appropriate administrative department or authority in critical situations (Public Safety, Residence & Greek Life, Office of Student Affairs, Student Health & Wellness Center) or 911 Emergency Assistance, a student who seeks assistance for another student, who is experiencing a drug or alcohol emergency, will generally not be subject to disciplinary action by the Office of Student Affairs. This provision applies only to individuals, not organizations. To be clear, this policy is not meant to promote unlawful drug or alcohol use among students. Rather, it is intended to provide a "Good Samaritan" provision within the Code of Conduct to encourage responsible reporting to an appropriate authority when a student is in need of help. Accordingly, it is expected that any reporting will be done in good faith.

a. Good Samaritan Policy

The Good Samaritan Policy acknowledges that as members of this community, students have a responsibility to each other. We expect students to take active steps to protect the safety and well-being of our community. Therefore, students may directly seek medical assistance for another person during an alcohol or other drug related emergency. In such an instance, the Good Samaritan student will not face disciplinary action for the mere possession or use of alcohol or drugs provided that he or she remains with the individual until medical assistance arrives and the person can be assisted. In order to qualify under the Good Samaritan Policy, the Good Samaritan must contact the appropriate administrative department or authority. Depending on the facts and circumstances, a student who seeks medical assistance for another may be required to meet with a member of the counseling staff for an assessment. As long as the student complies with all directives, s/he will not face disciplinary actions for the alcohol and/or drug violations.

b. Medical Amnesty Policy

A student needing medical assistance during an alcohol or other drug-related emergency for himself or herself will not face disciplinary actions for the mere possession or use of alcohol and/or drugs if he or she contacts the appropriate administrative department or authority (Public Safety, Residence & Greek Life, Dean of Students, Student Health & Wellness Center) or 911 Emergency Assistance. The student receiving medical assistance may be required to meet with a member of the counseling staff for an assessment. As long as the student complies with all directives, s/he will not face disciplinary actions for the alcohol and/or drug violations.

c. Limits of the Good Samaritan and Medical Amnesty Policy

The Good Samaritan and Medical Amnesty policies apply only to alcohol or other drug related medical emergencies but do not apply to other prohibited conduct such as assault or property damage. If other prohibited conduct occurs, then a student will be held responsible for those violations. The use and/or abuse of alcohol or drugs will not be considered a mitigating circumstance for any other violation of this Code of Conduct. In cases where an individual fails to seek emergency medical assistance when it is clearly needed, disciplinary action may be taken against the individual/organization. The Dean of Students or his or her designee will investigate the circumstances involving the request for assistance and may also require a reporting student to participate in drug or alcohol abuse education or counseling as appropriate. Failure to adhere to the mandates may result in the case being referred through the normal conduct process.

The Good Samaritan and Medical Amnesty Policy apply to individuals, not organizations and pertains only to isolated incidents. Reporting pursuant to these Policies will be monitored, and the Dean of Students retains the authority to pursue, in accordance with the Code of Conduct and applicable law, disciplinary action against and/or contact the parents of students who abuse it.

The Good Samaritan and Medical Amnesty Policy apply only to Illinois Tech's response to a medical emergency. Criminal/police action may still occur separately from the Dean of Students office.

Massachusetts Institute of Technology

In a situation where students seek medical attention for an alcohol or prohibited substance-related medical emergency, MIT will treat the students' use of alcohol or prohibited substances as a health and safety matter, not as a disciplinary incident. This policy, which is intended to reduce barriers to getting help, will be extended not only to the student receiving medical attention, but also to the student(s) who call for help. In addition, to encourage reporting and seeking help, this policy will be extended to any students who report in good faith that they witnessed or are the victim of a crime or a significant violation of MIT policy (e.g., sexual misconduct, hazing) even though they may have been under the influence of alcohol or prohibited substances at the time of the incident.

Signs of an alcohol or prohibited substance-related emergency can include a combination of lack of coordination, inability to stand, confusion, slurred speech, erratic behavior, slow or shallow breathing, pale or clammy skin, and /or vomiting while passed out. See http://studentlife.mit.edu/cdsa/makethecall. In an alcohol or prohibited substance-related medical emergency, students are expected to:

Contact emergency officials by calling 100 (on campus) or 617-253-1212;
Remain with the individual(s) requiring treatment and cooperate with emergency officials; and
Meet and cooperate with appropriate Institute administrative staff after the incident.
There are no restrictions to the number of times this Good Samaritan Amnesty Policy may be used, and doing so repeatedly will not result in disciplinary action.

If a student in need of medical attention is in a student residence, any other student(s) in the room or in the immediate presence are expected to make a call for assistance. Similarly, for situations occurring in residential common spaces (e.g., suites, apartments, lounges, function rooms), it is expected that the community members present at the time will make a call for assistance.

When members of student organizations[2] call for assistance on behalf of individuals in need of help under this policy, the organizations will also not face disciplinary actions for violations of the Institute's policies on alcohol and prohibited substances.

Policy Expectations
Students or student organizations using this policy may be required to complete educational and/or counseling program(s) that are meant to support students and their organizations and connect them with other community services and resources that

may be beneficial. These programs and services will be tailored to the specific circumstances and needs of those involved.

In instances where students or student organizations do not seek help for a student in need or do not follow through with required educational and/or counseling program(s), the protections offered by this policy may be voided and disciplinary follow-up through the Committee on Discipline (COD) may occur.

Policy Limitations
The Good Samaritan Amnesty Policy applies to violations of policies relating to the use of alcohol and prohibited substances, but does not preclude MIT from taking disciplinary actions to address other serious or flagrant violations of MIT policy including, but not limited to, violence, sexual assault, harassment, serious property damage, hazing, or the manufacture, sale, or distribution of prohibited substances. It also cannot preclude or prevent action by police or other legal authorities. In cases where there have been other violations of Institute policy, calling for assistance for an individual in need of help may be considered a mitigating factor in any disciplinary process arising out of such violations (and failure to seek assistance may be considered an aggravating factor in any such disciplinary process).

Students and student organizations that do not seek medical attention in an alcohol or prohibited substance-related emergency situation where action is warranted could lose all protections under this policy and could face referral to the COD.

Rensselaer Polytechnic Institute

Student health and safety are primary concerns of the Rensselaer community. It is imperative that someone call for medical assistance when an individual is a victim of and/or experiences alcohol intoxication, drug overdose, or serious injury after consuming alcohol or other drugs. In general, people may be reluctant to seek emergency or medical attention for fear of judicial consequences for themselves, the person in need of assistance, and/or the organization hosting the event where the situation occurs.

Since these situations are potentially life threatening, Rensselaer seeks to reduce barriers to seeking assistance. The Good Samaritan Policy is part of Rensselaer's approach to reducing harmful consequences caused by the consumption of alcohol and other drugs. The Good Samaritan Policy is the Institute's commitment to increase the likelihood that community members will call for assistance when faced with an alcohol or drug-related emergency.

An individual who receives emergency assistance and/or medical treatment due to alcohol or drug consumption and completes an alcohol and other drugs assessment, education activities and/or treatment as assigned through the Rensselaer Health Center will not be subject to judicial action for violating Institute Alcohol & Other Drug Policy.

A person who calls for emergency assistance and/or medical treatment due to alcohol or drug consumption on behalf of another person will not be subject to judicial action for violating Institute Alcohol & Other Drug Policy, but may be required to attend an alcohol and other drugs education program if deemed necessary by the Rensselaer Health Center.

A representative of an organization hosting an event is expected to promptly call for emergency assistance and/or medical attention due to consumption of alcohol or other drugs. This act of responsibility will mitigate the judicial consequences against the organization resulting from violations of the Grounds for Disciplinary Action at the time of the incident for violating Institute Alcohol & Other Drug Policy. The organization's membership may be required to attend an alcohol and other drugs education program if deemed necessary by the Rensselaer Health Center. However, failure to call for emergency assistance and/or medical treatment will be considered an "intolerable circumstance" affecting judicial sanctions against the organization if violations of Grounds for Disciplinary Action have occurred.

Rochester Institute of Technology

Student health and safety is a primary concern for the university community. Students are expected to contact Public Safety when it is believed an individual needs medical attention due to the abuse of alcohol or other drugs including prescription, over the counter, or other. The Good Samaritan Protocol is designed to provide education rather than discipline when a student voluntarily contacts university personnel (e.g., Public Safety, Resident Advisor/Community Advocate) or outside emergency services for medical assistance related to alcohol or other drugs. Individuals covered by the Good Samaritan Protocol are the caller, the person in need of assistance, the host Student organization, and any witnesses named in the incident report.

Center for Student Conduct staff determine whether or not the Good Samaritan Protocol is applicable for each incident. Incidents involving sex discrimination, sexual harassment, sexual misconduct, sexual violence, dating violence, domestic violence, or stalking shall be covered by the Good Samaritan Protocol for those students reporting or intervening to prevent harm to a particular student. Incidents involving other violence or serious code violations, such as hazing, will not apply. A conduct officer will contact the Student or the Student organization involved in the incident to arrange for a meeting. There will be no official charges or conduct status from the university through the Good Samaritan Protocol. The person who made the call to university personnel may be invited to the meeting. At the meeting, the incident will be reviewed with the Student or Student organization to determine an appropriate educational response, which could include participation in an educational group or class, program presentations, counseling intake session, or substance abuse education and/or evaluation. A response may also include parental/ guardian notification of the incident.

If a Student or Student organization fails to attend the initial meeting with the conduct officer or complete the educational responses following the meeting, the incident will be referred to the Student Conduct Process.

Tufts University

Tufts has a Good Samaritan policy, by which no one who seeks medical assistance for others will be subject to disciplinary action specifically for their own use of alcohol or small amounts of marijuana, although other violations of the Code of Conduct may be pursued. The University also has an Amnesty policy, by which those who require medical intervention specifically for their own use of alcohol or small amounts of marijuana will not be subject to disciplinary action, although other violations of the Code of Conduct may be pursued. Instead of facing judicial sanctions, under these two policies students are referred to the Department of Health Promotion and Prevention at the Health Service for screening and support.

Non-judicial outcomes for incidents encompassed by the Good Samaritan and Amnesty policies:

For a First incident:

Warning
A required meeting with a professional in the Department of Health Promotion and Prevention (Note: Failure to comply with this requirement within two weeks will result in a Reprimand.)
For a Second incident:

Second Warning
An additional required meeting with a professional in the Department of Health Promotion and Prevention (Note: Failure to comply with this requirement within two weeks will result in a Reprimand.)
Notification of the family or guardian of the student
For a Third incident:

Medical or Administrative Leave from the University to address the substance use
Notification of the family or guardian of the student
Please note: In addition to the outcomes above, a student who is transported to a hospital as a result of their use of alcohol and/or other substances will have their emergency contact notified. This is done in order to ensure the health and/or safety of the student.

Please also note: In order to protect the health and safety of our students, Tufts reserves the discretion to place a student on a Medical or Administrative Leave after a first or

second medical intervention for alcohol or other substance use. Such discretion is also reserved if a student has a Code of Conduct violation involving alcohol or other substances subsequent to a first or second medical intervention. Such cases are rare, but may result if a particular incident or circumstance involving the use of alcohol or other substances causes significant concern about a student's health or safety, or causes concerns about the health or safety of others in the Tufts community. The decision to place a student on a Medical or Administrative Leave will be made by staff members in the Dean of Student Affairs Office in consultation with other professionals as deemed necessary. After it has been determined that a Medical or Administrative Leave is necessary, the Dean of Student Affairs Office and Office of Health Promotion and Prevention will help direct the student to resources and supports that can help address health or safety concerns while the student is on leave.

Current WPI Culture of Care (Student Code of Conduct):

WPI strongly believes that all community members have a responsibility and obligation to assist their peers, particularly when associated with alcohol or drug use. To help integrate this mindset throughout the entire campus community, the Interfraternity Council has created the WPI Culture of Care Program.

Inherent in this program are the following constructs:
·The Culture of Care Program emphasizes the creation of a safe and protective campus environment for all community members.

·Members of the WPI community are called upon to put the safety and welfare of all individuals over their own self-interest, without jeopardizing their own safety.

·Most members of the WPI community are not trained to make critical health and medical decisions.

·Students are encouraged to call Campus Police for assistance when they are aware of any situation involving or impacting the heal
the and safety of any individual.

The purpose of this initiative is to foster an environment of trust, support and action for students who need assistance. For violations of the WPI Code of Conduct that involve alcohol, students who proactively seek assistance for others will generally not be adjudicated through the student conduct process. Any discussions associated with the student who calls for assistance will be educational in nature.

Current WPI Culture of Care (Interfraternity Council Bylaws):

<u>Guiding Assumptions</u>

WPI's Interfraternity Council (IFC) endorses the concept that all students have an obligation to assist each other. Members of greek letter organizations are called upon to put the safety and welfare of all individuals over their own or their organizations self-interests, without personally jeopardizing their own safety.

This IFC Culture of Care Resolution (CCR) is a result of pro-active discussion and agreement between WPI and the greek life community. It is focused on our chapters seeking help for any person when help is needed. This CCR embodies our emphasis on a safe environment for our members and guests at any IFC, Chapter or other (formal or informal) event.

Whereas, the Interfraternity Council (IFC) is responsible for the upholding of policies within the council regarding all chapter behaviors;

Whereas, the greek community and WPI puts their greatest emphasis on maintaining the safety of its active members, new members, and any visitors to chapters;

Whereas, chapter officers are responsible for overseeing chapter activities and are not trained to make critical health and medical judgment calls;

Whereas, chapters are obligated to follow WPI policies, National/international policies, and IFC bylaws, and ultimately maintain the safety and welfare of members, guests and/or visiting alumni; and

Whereas, chapters request assistance by calling for emergency personnel during a situation involving the health and safety of any individual.

Therefore be it resolved that, the Interfraternity Council will support and enforce a Culture of Care that enables and encourages chapters, in all situations, to call for medical assistance when needed or when uncertain of a health and safety situation.

The protocol will incorporate the following procedure:

First call during an academic year: Chapters who seek medical help for any person during the academic year will receive no Greek Judicial Board sanction. 18 The officers of the chapter will have an educational discussion with the IFC VP of Standards, a

professional member of the Student Activities staff, and any other necessary individuals.

Future calls during an academic year: The respective incident(s) may be adjudicated through the IFC Judicial Board. While a chapter's use of the CCR to obtain assistance is appropriate and expected, and is positively considered in any judicial process, the chapter will have a formal meeting with the IFC VP of Standards, and any relevant chapter officers. An SAO representative may also be a part of these discussions. Judicial sanctions may be considered through the regular judicial process as an avenue to alter behaviors that put the chapter and any individuals at risk.

The Interfraternity Council and chapters recognize and understand that, as is currently in place, the University reserves the right to address any issue or violation of University policy. The University respects the Interfraternity Council's judicial system, and upon appropriate adjudication by the Interfraternity Council, will only amend sanctions in extenuating circumstances.

Appendix C: Interview Notes

Interviewees:
- Assistant Dean of Students, WPI
- Assistant Director of Student Development, WPI
- Associate Dean of Students, WPI
- Chief Compliance Officer, WPI
- IFC President, WPI
- IFC Risk Manager
- IFC Advisor, WPI
- International Executive, unspecified international fraternity
- 3 Greek Life Advisors from unspecified peer institutions

Interviewers: Alex Hard, Kyle McCormick, Brian Sayers, Dan Wensley

What is the [interviewees] role in the prevention and mitigation of risk?

Her current role is to serve as assistant dean of students. She meets with students from a conduct perspective. She also manages the care team, which is system where anyone in the community (faculty, staff, students) can flag a student if they are concerned about. She receives reports, determines level of severity, and connects students to resources.

Her previous role was in Student Activities Office and involved responsibility for the fraternity and sorority communities. She worked with IFC & Panhel to think about how to manage parties and manage risk by aligning national and WPI expectations.

The Student Development and Counselling Center (SDCC) promotes the prevention and mitigation of alcohol and other drug. They also try to connect with students before they come to campus through programs such as alcoholEDU and haven. The frequently review these programs and make sure they are relevant and educating people on the best practices. Find out what new students believe about alcohol before they come to campus. In addition, they talk a lot with RAs and CAs to make programs. [Interviewee] co-advises SMART, a group working on alcohol education and prevention. She believes in addressing the issue from a population level. She also would like to address it with the AOD (Alcohol and Other Drugs) committee that work with Staff, Faculty and Students, to figure out to current state of the drinking culture at WPI. She connects with athletics and monitors what they're doing with their student athletes. She can not do all these things by herself so she relies on the trickle down effect to complete these tasks. WPI conforms to drug free schools and community act. As a result, WPI has to send a report to the Fed Gov to show what

preventive and educational programs that are in place. The other side of her job is the support side. She frequently works with students often. Often students are required to visit the SDCC. After a student is transported they must go through BASICS, a confidential conversation that is honest and open about their habits. They also connect students with other support groups that may be out of the scope of the SDCC. She also will come in if there is an incident at a Greek Letter Organization (GLO), to educate and figure out what's going on.

He is the chief judicial officer at WPI, overseeing all judicial systems across campus. There is a philosophy of educational discipline, motivating people to doing bigger and better things in a good way. Its ok to make mistakes, most mistakes are okay, and he would rather see people make mistakes at WPI than in the real world. He is also involved in policy development, policy enforcement, and making sure policy is understood by the who are affected by these policies. His job involves working with students,less so with organizations, to work toward being better after WPI.

He is in the field of crisis management. As an example, approximately 80% (see https://fas.org/irp/crs/RL31617.pdf for exact statistic) of firms based in the World Trade Center went out of business after 9/11. Ed L.'s business is to aid groups within his company to make it through crises so that closures of them may be minimized. He works with guidelines from ISO (International Standards Organization), NFPA (National Fire Protection Association), and the Business Continuity Institute.

5 years. 2 roles: Associate director of Greek life – run the greek life office and have 2 full time coordinators. Work in context of the office of student leadership. Also partnered with the Civic Engagement Team and the student activities team. Primary liaison for conduct process and Greek housing. The house fellow role is a combination of resident director and chapter advisor. The houses on campus are split between the 3 staff members. Issues with students where intervention is needed, those staff members are dispatched to support that student in any way possible. They do one on one support a lot. Also responsible for the goings on of that facility and organization. Oversees community standard process. Have a hybrid process, which is there all Greek Community Standards Board has been given the authority with cases on council policy. Also have authority to handle incidents involving university policy however it is also handled by university standards. Risk management education is handled by the 2 coordinators who directly oversee the councils.
Another role is to consult the councils when they have conversations about changing policy.

We provide training to members of the sorority and fraternity community regarding several areas of risk. We put students in touch with resources regarding risk. We advise and facilitate the judicial process for organizational accountability.

As the former risk manager; policy, accountability and training. Having risk forums and resources available so people can understand what to do and how to do it. Party patrol is a great resource in place to be a resource for RM and Pres. Party patrol makes people listen to the presidents and risk managers and they can use it as a tool to help control events. Party patrol consists of the IFC exec and 2 chapter presidents. I try to go at least once a week.

As president I try to maintain accountability. Enforce and update Bylaws as well as deal with Police reports. [IFC advisor] comes to the IFC exec with a redacted report. If chapter is named, Caitlin calls in chapter president, and they have a conversation. If there a charge, the charge letter is drafted with 3 IFC executives (IFC President, IFC Risk, IFC standards). Evidence is gathered, there is a hearing,and the IFC justices hear them. I prefer to come up with sanctions that is programming instead of just social probation. Caitlin always has good ideas about programming. The 3 IFC executives then come up with recommended sanctions, and then the justices hear them.

He serves as the IFC Risk manager, a multifaceted role:
   - Run Party patrol
   - Making sure greek life is safe
   - Educating the community, what safe culture looks like, how to mitigate risk
   - Looking for things to help gain knowledge on safe drinking culture.
   - On call on weekends for Fraternity presidents.
   - Before things go wrong, teaching people how to handle it.
   - Presentations from Students Mentoring Active Responsibility Together (SMART), informing people of Culture of Care Resolution (CCR), live scenarios, behind closed doors– actors live scenarios, what people did right/wrong.

Her main role is to work with the 13 fraternities on campus. She is also a co-advisor for SMART (Students Mentoring Active Responsibility Together), a group encouraging safety in social culture through responsible drinking practice, being an active bystander, etc. She spends a lot of time with IFC to educate chapters on risk prevention and reduction. and with SMART to educate the general student body on how to make safer choices when it comes to being socially responsible if they choose to drink alcohol.

He manages the insurance program here, has a consultative relationship with other departments on campus, and meets with people talking about certain issues that come up. He's not directly involved with risk management in the dean of students area, but he consults with them quite often about that. Risk management is distributed act because it is within each individual department's responsibilities. Each area has their own policies and he answers questions to help them with that and look at them with a broader university perspective.

What are the most prominent negative incidents, and what are the leading causes of those?

The most prominent negative incident is over intoxication to the point where students need to be medically transported or need to be evaluated by a medical professional. Part of it may be caused by the pregaming culture. Students drinking hard liquor before they go out may leads to an increase risk of over-intoxication. Additionally, students not knowing their own alcohol tolerances causes issues.

The "work hard play hard" mentality. Students coming from high school that hear of this mentality, and then go out to a party and drink heavily before the event and then it hits them when they're at the party. Then that risk becomes something that the host now has to deal with. How the situation is handled from there is how we manage risk. In terms of culture - freshmen and sophomores want to go to a party in a dark basement where you bump into someone and start dancing. This plays into not only drinking culture but also sexual assault. Then you see as people mature, they don't like that anymore. They want to be able to interact with people and have conversations.

Sexual violence, Hazing, Alcohol Use, Bias related incidents and Mental Health issues

The number one factor for me is alcohol. Incidents like over intoxication, or injury, or sexual misconduct are always alcohol related for me. Another thing to consider is damage to facilities. Majority are housed on campus and they have the ability, if their policies allow, to host social events with alcohol. Another factor party gets out of hand and people get arrested or citations.

Students who are drinking excessive amount of hard alcohol in a short amount of time. He would much rather have a student drink a 12 pack of beer than have 10 shots. It's really hard to get drunk off beer, but not hard to get drunk off vodka. Fraternities have in place (on paper) a good solid safety plan with sober brothers. He is a lot more concerned about house parties because there is no control or regulations. One hopes that the owners care of the event as guests because it's their apartment on the line.

But there is always potential for being an unsafe apartment. Intoxicated students become easy targets for theft, robbery, and assault.

The percentage of students who have tried alcohol previous to college is lower at WPI. Students who haven't tried alcohol often take lead from their peers when drinking, which can lead to over-conforming. Students want to fit in so they over-drink because it is what they perceive their peers to be doing. Societally in the US, people tend to think being drunk is funny, and get rewarded for doing dumb things while intoxicated. Afterwards, there is often teasing that makes them feel like part of the group encourages this behavior. To many, there is an expectation that this is what college is about.

[Interviewee] rarely sees nefarious acts due to intoxication. The vast majority of students are not in the mindset of sexual assault. However, alcohol can be a social lubricant that may cause people to have more confidence and engage in behaviors that they may not normally do. For example, one may approach a potential dating partner that they normally wouldn't, or do something like steal a stop sign. Also, heavy drinking can lead to being over-intoxicated and throwing up/urinating, which can cause damage to property. There are health implications and legal implications from these activities.

What is your role in the event of an incident?
Professionals are engaged in the process in terms of Culture of Care. he has almost no involvement. If safety was compromised on a large scale then he would be involved. There is a process involved every time with the Culture of Care through the dean of students office.

Depends on what and where. If it's alcohol in a res hall, that is low level and is handled elsewhere. He deals more with people who drank too much. Deal with, depending on issue and history, organizations about a party. Usually, student activities deals with those issues however the case might bypass to him if it is too aggressive of a case. Generally cases end up in administrative agreements - 1 on 1s. Sometimes campus hearing board is needed to adjudicate the issue. 1 on 1s are often more time efficient and are usually better for the organization. Hearing board could pull charters and give other serious charges.

Are there any other programs or policies in place to curb these incidents?

The CCR started off as an IFC policy and has since been extended to the entirety of campus. That being said, other policy is difficult to implement or extend as there is no real way to track events that go on in apartment parties.

WPI SMART does a lot of social responsibility campaigning on campus. They are also doing educational sessions for fraternities and sororities. Go in and do social responsibility training and specifically in that training they educate how biology causes alcohol to impact people differently. Help students understand what is one drink of alcohol. Partnered with RAs (Resident Assistants) who have first year housing to do this training for first year students. The purpose is to let students know from the beginning what these things are and to follow up from the alcoholedu. Other programs on campus are general campaigning by students and the AOD (Alcohol and Other Drug) committee.

We have training and strategies and orientation programs. He understands these programs have their strengths and weaknesses but if they work for one person then that's a good thing. Hopefully the skill set that is acquired from these programs persists after college in being a prosocial bystander handling physical interactions and emotional interactions.
There is also the Culture of Care resolution. He does not like amnesty policies hence why it isn't an amnesty policy. It is important for people to own up to their mistake. How often is the culture of care resolution used? People who come to fraternity houses already having taken a lot of shots. It's almost disrespectful to the house. People drink before they show up. One of his concerns is if chapters are providing to people who shouldn't get more alcohol, or people who are underage. He would much rather chapters call campo and get the person the help that they need and fears that there is a self protection philosophy that may be enabling poor behavior down the road.

People often do what are peers are doing. Bystander training is a good start to stopping that over-conformity. *AlcoholEdu* establishes what the expectations are at WPI, and it tries to set up a peer norm culture.
The number of transports has stayed steady over the years.
The rise in the amount of clubs and frequency of campus programs has diminished some of the Tech Tuesday culture (*Note from interviewers: "Tech Tuesday" refers to the culture at WPI of drinking on Tuesday nights due to the fact that not all students have class on Wednesday).* Furthermore, WPI enacted a practice that if chapters call for medical attention for the first time, then they won't get in trouble unless they are violating other policies. The Culture of Care is this practice written into a policy; however, it has not really changed what the practice has been. Their eventual objective is to get chapters to a place where they are not admitting people into their houses who are intoxicated ot the point where a transport will have to be called for them, or they are intervening so a guest does not get over-served.

When someone drinks to the point where someone else has to take care of them all night, it puts the caretaker(s) in a bad position. If people tell their peers that it isn't cool to get that drunk because of this, then it might challenge them to make different decisions.

That's outside of my involvement on campus, I am mainly Involved in consulting.

What issues come from freshmen that are not experienced with drinking?

It would behoove fraternities to handle B-term parties differently. "I can tell you as a former risk manager, the scariest day of the year is the Saturday after sorority bid day." Part of the problem comes down to New Student Orientation (NSO) education and New member Risk education. New Member Risk training should gives presentations on how and why events are run they way they are run to give new members details into successful risk management.
During things like Get More Insight Day trying to talk about topics like CCR was hard, due to having to dance around the topic of alcohol at fraternities. There was poor attendance and not many people who attended were paying attention. Loosening how people can talk about these topics during events may be beneficial to getting the message across. Having quality education available to make people aware of how to handle situations would make a difference.

He always worry about people with no personal social drinking experience. They don't know their personal tolerance level and may not ease into it leading to incidents occurring.

Do you think WPI's recruitment policies and length plays into the social drinking culture on campus?

Risk policies match what is done in recruitment at this school.
Yes and no, if someone doesn't totally match up through your values, the new member process can turn them around through education and training programs that helps them. If members that do not fit don't join then they don't get the training and education and throw apartment parties every weekend. The good thing about the way WPI does rush is it helps get to know people before extending a bid. The longer process is good.

WPI rush allows you to get to know people without alcohol. Although alcohol can be a social lubricant, it might be a good thing for people to get to know each other without

it during rush. Unsure if rush's length has a measurable culture in terms of alcohol though.

Have there been any positive or negative trends in risk management incidents?

There are no positive or negative trends that he has seen. The way the institution approaches the culture is the best way and the best way to approach it is that Culture of Care. The culture and policy seems to be pretty well embedded into the student body.

I don't have any specific data on incidents, however recently there has been a significant upkick in opioids ranging from prescribed medicine abuse to heroin. This data is just from the greek population as I don't have access to the information from the entire school. In general however the number of incidents has been pretty consistent with no real increase or decrease.

What do you think about communal sources of alcohol?

While Kegs may be better than hard liquor due to the volume and lower percentage, the ease of access and how much volume there is important to control to make sure guests don't get too drunk. It becomes hard to keep track of how much people consume with communal sources.

Are there campus resources in place to help mitigate risk in GLOs?

There are two primary resources to help mitigate risk outside of the previously mentioned organizations and policies. The first is Health Resources, they provide a lot of prevention programming and alcohol programming. They do this individually if students are recommended to them and through presentations about safe drinking. The second is the Title 9 office which deals with sexual misconduct as a result of parties. The majority of cases of sexual misconduct also had to do with alcohol. We're working with them to go into GLOs and other organizations to talk about how to recognize this behavior and be a good bystander. We have recently begun to work with the Green DOT bystander training; a national program on how to address issues of power based personal violence and how to address, mitigate, and prevent those through bystander intervention. We are implementing it over 3 semester and so far the staff has been trained. Beginning next semester all students will be introduced into the program, specifically looking at GLOs, athletes and students organizations. The ultimate goal is that this is a campus wide thing.

Are there policies or practices that don't have an effect, or have a negative one?

Our event management training needs to be re-evaluated; sober monitor training needs to be better as well

No.

Not really, there may be an issue of people going into parties before 10 because they are not on the list, circumventing the list policy.

If you ask the student body many students will say social drinking events in our house(GLO housing) is safer than off campus because GLOs can be controlled while off campus apartments cannot and it's an extremely valid argument. If you eliminate alcohol from houses, then people will go off campus to find parties.
Another big conversation happening on the national level within AFA and FEA, is on whether or not removing kegs was actually a good thing. Kegs are cheap and are only beer. The conversation right now is when they banned kegs many argue all it did was introduce hard alcohol to these events as opposed to people drinking a lot of beer and feeling full before they can get too overly intoxicated. This has been a conversation between executives in the NIC.

In regards to the CCR, students were saying that chapters previously wouldn't call because they were afraid that they will get in trouble, but that doesn't seem to be the case, because people were calling before. In regards to repercussions from getting transported, calling parents is something that may be a deterrent to not getting to a place that gets them in the hospital. Instead of focusing on things like transports, which are fairly rare, [Interviewee] would much rather focus on lower level pieces, like addressing the issues with hard alcohol. Most incidents that have been dealt with are not beer-related, but instead liquor-related.

Any new policies or practices the [interviewee] would like to see?

NSO is an opportunity. It's hard as an institution because most incoming students are underage so you don't want to promote underage drinking but you also want to raise awareness of the risks. The best approach is to talk about it.

She suggested talking with Jackson Cats and Allen Burkowitz
These two study how social norms play into alcohol use and how to change that.
Improvement is hard because there is not a good way to go at it. She would like to see

normalization campaigns and letting people know what the drinking culture actually is here. Perception plays a big role. She wants to see a greater willingness to engage in these conversations. More funding for this effort would help. Getting at that work hard play hard mentality might also be a helpful approach.

The current practices are generally being practiced well however there is always a learning curve in the beginning of C-Term with new presidents and risk managers that lack experience. The Behind Closed Doors program for new presidents and risk managers helped give experience and training. IFC does presentations about how to run an event the right way. Often it's not that people don't practice risk management, but that may just not know how to run something.

Alcohol free housing
Eliminating hard alcohol in housing
Presidents of chapters being upper classmen
Limit on number of events chapters can have

More training and more conversations around culture. More educational policy mandates. Change the culture, the way people think about that thing, then fundamentally they will be less likely to do it. It's not about breaking the rule or following the rule, it's about doing what's right.

Regarding Generation Z in general (which current WPI students could be considered a part of, and incoming WPI students definitely are a part of), many young people feel very lonely. This loneliness comes from constantly seeing their acquaintances sharing "fun"-looking things on Instagram, Snapchat, etc. giving the impression that everyone is having more fun than themselves. Statistic: 70% of high schoolers report feeling lonely. This ties into the problem of over-conformity.
Possibly, having a "reality campaign" to let students know how people really socialize--for example, not all students get drunk regularly or even drink at all--may be beneficial.
In the end of the day, students are going to have the choice to drink or not to drink. The worry is less about the fact that people drink, and more about risky behaviors that result from over drinking. The questions is: how do we tackle the problem of over-drinking and risky behaviors, without making it seem like we're saying "Don't drink!"

NIC (North American Interfraternity Council) is coming out with new guidelines starting next spring. What they are proposing is really on par with what other headquarters are moving towards.

Please describe the Culture of Care Resolution/your school's amnesty policy.

The common situation was: people pregamed parties hard, then showed up to a fraternity and needed a transport. Fraternities hesitated to call for medical aid in fear of getting in trouble for something that was out of their control.
The idea is to take away fear of getting in trouble. The CCR basically gives individuals 3 free passes from judicial sanctions. There is an investigation after an incident but there is no immediate punishment. The focus should always be keeping people safe no matter who it is or what rules may have been broken. IFC took a lot of time with the Associate Dean of Students to make sure the wording in the CCR is deliberate and clear.
From [another interviewee's] understanding a chapter or person is given 3 CCR calls in a semester before pattern is recognized and a further investigation occurs, possibly resulting in sanctions.

He is familiar with premise and very supportive of it. It encourages everybody to be upfront about particularly social drinking. It encourages people to seek help without fear of repercussion. Student safety is always top priority, disciplinary action is secondary.

Not an amnesty policy, but it is the closest thing that WPI has to an amnesty policy. For IFC, the chapter has to call and the person must be transported from the chapters facility. It will not apply if the person is allowed to go home and then a transport is called for them by someone else at a different place. The policy situationally applies. For example if they weren't on the guest list or If they were served hard alcohol underage, each situation would be reviewed and IFC/WPI would determine when adjudication should/needs to take place.

Does the Culture of Care/amnesty policy provide protection for organizations?

Incidents when students are going back to dorms who are highly intoxicated mention the chapter where they were at. In that case amnesty extends to that chapter even if they weren't the ones calling. The idea behind that is to ensure nothing gets in the way of getting help for someone.

If an organization inherits someone and they are too intoxicated and if the organization doesn't call help for them, then that is very bad. It would be good behavior for someone to recognize that risk and call in help.We should be applauding good behavior.The CCR empower chapters to not be afraid to call for help. The CCR also extends to individuals.

How many times can the CCR be used?

For IFC, it is 3 "strikes" per semester:
- 1st time it is a conversation between president and IFC and the IFC advisor
- 2nd time it is conversation between entire exec board of the chapter and IFC and an educational workshop for the situation
- 3rd time there is a conversation and there may be adjudication

She believes dissemination of information is important. She thinks that WPI needs to shift into being more clear on what it actually does.

Would you say the Culture of Care/amnesty policy is important?

Yes, the CCR is one of the most important risk management policies at WPI. No matter what other policy exists, those policies are not always followed, so there is a need to be able to call for help when things go wrong. Risk management policies exist *because* people aren't always responsible with drinking and partying, and that needs to be accounted for.

Yeah, for sure.

How often is the CCR/amnesty policy being used?

It is definitely being used in IFC. It took a while for people to trust the process. There has been a number of times it has been used since the policy has been enacted. The more it has been used the more it has been trusted and the students are realizing that this is something WPI wants to do to provide a safer environment for everyone involved.
In her opinion the amount of calls has increased since the policy has been enacted.

Does the CCR apply at off-campus apartments?

Yes it does extend off campus and for other substances however he hasn't heard of it being used for things other than alcohol yet.

I do not know that for a fact, but WPI cares a lot about the CCR, so I would say yes. Campus wants to ensure that this policy is used. It is important people do not think using the CCR will get them in trouble.

Is there a gray area in using the CCR?

Absolutely, but there is still a risk. It is impossible to tell if their BAC is going up or down. Students should make the call before anything could possibly happen. That is not how people would want to be treated if they were in that situation.

Do you think the strength of an amnesty policy and the number of call are correlated?

There is a lot of discretion there. He has the ability to say responsible or not responsible. He is more looking for a long term change. For example, at 10 a student drinks in the parking lot before going into a fraternity. They go into the party at 1020, then at 1130 they pass out. There is 70 minutes where they were at the party. If they had 2 beers there, then it is more on their behavior. They may have been served underage which is still a problem, but it is not as much of a problem as this person pregaming.
The lines going into a party is a bad visual for passer-bys and it plays into the stereotype of fraternities.

Is there a balance between drinking events being hosting at a GLOs and PR?

Yes, how many positives does it take to erase the negatives? Greek presidents went to the WPI president's house in january, so the chapter presidents could start building a relationship. A big deal is the police detail during events, they are there to help the chapters.
An apartment party that happens on sommerset could also be detrimental to institution. WPI still deals with those students, but the thing that is different is that WPI has a good repore with the Worcester police. Bad apartments reflect poorly on the school. Use police detail because they are there for chapters. It is important to think about the visuals during a party in regards to public relations.

Are there policies or practices in place to take a proactive approach to risk management?

Mostly policy is judicial. All organizations should follow the code of conduct.

How are people informed about managing the risk of others?

By providing programming to incoming presidents and risk managers. Education and giving the newly elected risk managers resources to practice it safely is the best way to ensure a good transition.

Seminars such as "behind closed doors" or shadowing experienced members during initial risk management responsibilities is a good way to teach new students or members how to follow risk management policies. Student groups such as IFC or SMART are also able to give presentations on being prosocial bystanders.

Where do you think people are being educated about alcohol safety?

We push it very very hard in orientation of first year students. GLOs hear about it in every risk management training event. Because this policy is now 6–7 years old, it has almost become a cultural norm, and now all students just know about it and are aware of it. Because of this there is not much education needed anymore.
We have the opportunity to make it known as early as NSO. There are opportunities to remind students that these resources are available.

New Student Orientation (NSO), but sometimes that's not an honest conversation. A good place to implement education is more honest conversations in NSO and the beginning of freshman year. AlcoholEDU doesn't necessarily help people retain information. Need more open and honest conversations in groups. Education of CCR during NSO will help build trust of the policy.
Sometimes people don't know about the risk policies that fraternities have. More open and honest conversation about what the policies are will help the student population.

What kinds of educational programs does your institution run?

It is rare for WPI to have programming that solely promotes abstaining from drinking. Most of the programming consists of making people aware of the laws, and if they should choose to drink, then making them aware of what a drink is, what the differences are between beer and hard liquor, what affects BAC, etc. When first time students get transported, they go to program at SDCC called BASICS which goes over their life goals and how they align or misalign with their substance habits.
WPI is currently trying to standardize the content of insight programming, moving away from "beer goggle Mario Kart" and similar programs. The WPI SMART group does programming for groups if they are requested. Fraternities and sororities are required to have one at least once a year. The hard part is figuring out an approach to programming that doesn't feel like health class. Having peers hold these discussions is better, because hearing a peer say "you don't have to get obliterated to have fun" carries more weight than an administrator say it.

WPI has cards that really let you look at your BAC using the number of drinks and a person's weight to give some idea on that. Honestly there are not a lot of materials on that.

Are there any programming or policy changes that have taken place since you've been here?

There is an alcohol conversation during NSO, and IFC and SMART has partnered with [another interviewee] to redevelop what that conversation looks like. It is about social responsibility. Legally, underage students should not drink, but if they choose to it is educating them on how to be smart about it. WPI is trying to provide a consistent message to students from the moment the get here all the way through.

What is taking into account when modifying or creating policy?

What is our current reality? The number of alcohol transports when they first got here as a result of fraternity events was very high. WPI decided that they needed to encourage people to call instead of just sending people home. How do we create an opportunity for people to be smarter and safer and more honest with IFC? IFC and SAO looked at peer institutions and what they were doing, used some of their CCR–like policies to get an idea of what the CCR should look like. They also took into account the 3 times per semester to set up a way to help chapters prevent incidents from happening in the future.

Policy – "What do we want done?"
Embed – "Can we convince our organization that we want to get this done?" (It is important to get buy in from all levels of the organization)
Analysis – "How can we get this done?"
Design – Create the policy (It is important to watch for bias here)
Implementation – Take steps to make sure the policy is followed
Evaluation – Determine if it is effective (It is important to watch for bias here too)
It is important to consider that different chapters will have different threat profiles. For example, house vs. no house, and different demographics. It is also important to consider how likely certain threats are and what impact they might have.
It is also important to consider the following hierarchy:
1. Primary objectives – What your organization is trying to achieve (Products and Services)
2. Process – How your organization is achieving primary objectives. They are used to execute the products and services.
3. Activities – People, Premises, Resources, and Raw Materials used in processes
It is important to consider all levels of hierarchy when creating a policy.

Implementation and evaluation. You can design policies, but it doesn't matter if they are not followed or observed. Our fraternity tackles this with Standards of Excellence (a chapter reporting and grading system) and layers of checks on chapters through a hierarchy of directors.

"For want of a nail... the war was lost" meaning these two things. A small problem in your activities may cause a major issue in your process leading to a major issue in your primary objectives, so details are important. At the same time, it is important not to get lost in the details.

There is a bias in which problems are brought to the spotlight. For example, norovirus is a bigger problem in nursing homes than cruise ships, but people associate the virus with cruise ships because the cruise ships are required to report it while nursing homes are not. Also, it has a bigger emotional impact on a cruise ship because the people are isolated and are not in control of the situation.

Consider social norms. How do we get the student body and WPI community to buy in. Think of who will speak out against the policy; consider what happened with the travel policy. Same is true with other risk policies. To be successful you need to ensure the students buy in. If IFC is gonna make a new policy, bring people together and have a conversations.

- New policy or updating policies: what are the best practices, look at peer institutions
- How has the culture changed and how do we adapt to it
- We are primarily concerned with student safety at the end of the day
- Peer institution size isn't really a factor
- We tend to look at policies that may be ahead of everyone else.
- We also ask "Are there policies that we want to aspire to over time?"

One of the biggest challenge is getting students to attend. Peer to peer conversations is always better than having other strangers show up to have these conversations. The SDCC has worked hard to cultivate a good relationship with organizations on campus. SDCC has a good relationship with groups and a good attendance at their events however, it is always more powerful when it is peer to peer conversations.

Are there currently policies to address hard alcohol?

WPI has very limited control of off-campus parties. However, if the police get called on a WPI student's apartment then they can get involved. WPI does not allow fraternities or sororities to have events with hard liquor which is in line with national standards. Campus does not serve hard alcohol during events (such as senior week

events) to try to be a role model. For GLOs, IFC and Panhel have policies that clarify those expectations.

Suggestions on making apartments a safer social place?

In IFC we hire a police detail for friday and saturday nights. The police detail is on call to help GLOs if they need it. We saw the success with GLOs and thought it might be beneficial for campus as a whole. I sat down with SGA and discussed this and now they do patrol around WPI as extra eyes for WPI campus police. It was implemented last C Term. It is tough though because apartments are so spread out that the detail can't keep an eye on everything.

Does the all Greek community standard board respond to incidents in a holistic way?

That board is in place to respond to violations of Council policies or campus policies. Council are responsible for setting it. IFC and panhel have strong policies.

What do you think about other policies such as FIPG policies?

FIPG and other policies are some of the most important policies we have. Hard liquor should not be allowed at social events. "Hard liquor is like the bane of my existence... it should not be allowed at social functions like that." It is so easy to get more intoxicated on less volume. Having a closed list is also very important. Knowing who is your house, how they act when they're drunk, who to contact when they need help, is very important.

FIPG is the gold standard, and we're no where close to that, so it is unrealistic to move from where we're at directly to FIPG compliance. Mainly focusing on what is attainable for our community. "You will fully implement BYOB" is a much different ask than "don't provide hard alcohol, only provide beer". Self governance is met with expectation of not messing up. If the administration begins to see a pattern of not following policies or someone gets severely hurt, self-governance goes away and the administration will step in and govern for them. Right now the focus is finding best case scenario for GLOs.

What prompts big overall changes?

Looking at our peer institutions and what they're doing. Information from peers and reports from insurance carriers about what they see as best practices from their other customers prompts review of WPI policies. He feels that we are doing a pretty good job at WPI and he thinks we are a leader in that regard. The goal is to get us to a level of best practices.

Do you think that GLOs drinking events provide a safer environment than apartments?

If they are following the guidelines and policies as they are outlined and expected then they do provide a safer environment. Apartments do not have police detail, party patrol, or any of the regulatory nature that GLOs do.

Having wet fraternities does a lot for communities having a safe alcohol culture. Having sober brothers at social drinking events that can handle risk and incidents is great. Getting rid of wet fraternities is scary as you lose that oversight at events. Given that, alcohol is not necessary to have Greek life.

At apartments there is little risk involved for the host, at most a slap on the wrist. Fraternities have 100 years of tradition to uphold. Because of that, members put in extra effort making things safer to maintain that because the stakes are higher.

Do you have any opinions on how to make WPI's social culture safer?

One thing to consider here at WPI is how prevalent our Greek system is and the safe social environment they provided. [Another interviewee] appreciates the environment we provide at chapter houses compared to off-campus apartments. There is much more regulation, restriction, and self governance in our social organizations. Administration sees that, but that puts more pressure on the fraternities to provide that safe environment and to constantly adjust risk management policies.

[interviewee] believes there are areas of improvement. The students are open to challenging the norms and cultures around campus. However, there are also gaps around campus, such as lack of resources or social norms that are difficult to change. Nationally, schools fall into a pattern known as the rule of 3rds. This states that, there is a 3rd of students that don't drink at all or so infrequently that they are considered in the same category as non-drinkers. A 3rd of students are moderate drinkers. They might have a couple drinks on a friday night. The last third are the high risk drinkers.They drink more than once during the week and when they drink they are binge drinking. WPI follows this trend. Students on WPI's campus tend to drink less frequently but drink a lot when they decide to (Work hard play hard). A lot more is

being done within the last 5 years especially by members of greek life. SMART was started by a group of GLO members and it shows a willingness to engage.

Is there anything that students can do to mitigate risk?

Become a part of ETHOS. Students have a chance to have a voice in what we can do to ensure safety of our guests and the brothers. Students should be thinking about the image of their actions.

What are some ways risk management is approached?

There are three main Principles:
Recognition – Identifying possible threats
Evaluation – Determining the likelihood and severity of such threats
Control – Working to prevent and mitigate such threats (nothing is 100% effective)
RCA (Root Cause Analysis) is important. When investigating a potential new policy or a claim, it is important to keep asking the question "why?" to identify the root motivations behind the policy or the root causes of the claim.

FIPG (Fraternity Insurance Purchasing Group) – Greek Life Executives promoting sound risk management policies and practices.
FRMT (Fraternity Risk Management Trust) – Insurance company providing comprehensive liability insurance for 33 fraternities to limit risks and ensure continued and reasonable insurance coverage.

What, in your opinion, makes policies effective?

Personal responsibility and accountability of members are essential. Additionally, clearly defined roles and responsibilities (and consequences for not following them) are important for implementation success.
 In terms of recruitment, getting to know people's values before letting them join helps. An organization's values (or mission statement) need to be clear, and their interpretation should be consistent across members. Values are great, but if you have two sets of good values, they may conflict.
Furthermore, good alumni involvement is important in terms of advising members. This is because they can help reinforce implementation and perform evaluation.
The support structure GLOs provide– staff, alumni at various levels, housing corps, etc.– provide layers of implementation and evaluation as well as ensure embedding of the missions/values. For example, some of our chapters have an program where alumni come back and mentor undergraduate students.

When investigating risk management, it is important to look less at specific policies and more on overarching trends. The analysis and evaluation phases are important to determine what you need and if the design and implementation are meeting the needs. Too often, entities will create a solution looking for a problem. They think they know what the issue is and may have ready solutions to implement, but without full analysis and an unbiased lens, they may only have a quick fix, if it is a fix at all. Part of the analysis phase involves reviewing current contingency plans and mitigation, to determine effectiveness. You may have the right model, but it might not be implemented well. This is usually a great point at which to determine whether you need to supplement plans or simply fix what you have.

Does the [interviewee] have any other comments they'd like to share?

The social environment we're providing is good, but it's not a perfect system. There is a lot of room for improvement. A lot of leadership skills are developed by trying to improve it. The imperfection of the system is almost needed as long as you're always working to improve it.

Everything that CMU is doing is a good way to manage risk. If we would like more information or have more questions, feel free to get back in touch.

Talking with the Dean of students office is going to be a good resource. They deal with the day to day operations much more than I do. People like [another interviewee] and the SAO are going to be good resources as they work with students and greek life.

A good thing is teaching people how to intervene, teaching people to feel comfortable talking to peers about their habits. Substance abuse can be difficult to detect in college. Equipping people to talk to their peers and then connecting them to resources is positive. There can be a million policies in place, but that won't change what someone does on a Friday night.
She encourages us to look up John Connard (Harvard), who came up with a "change model." He defines 8 steps for creating change that lay the framework for a good way to implement a culture shift.
NSO programming is handled by Academic Advising. Talk to Jessie Carner.

Always willing to hear the feedback and findings.

Preserving safety of students is the most important thing. It is a huge concern.

Chapters and IFC should think about getting guests home safely. How do you help facilitate their safety and also protect the chapter so that no one can come back to the chapter about the walk home. SNAP is the best strategy but they not instantaneous. Always be aware of reputation, it goes back to who you are.
He has a position to help interview people if we request.
Who do chapters have to convince to get people to join?
Students should be trying to shape the way people look at then even before those people come come to WPI. Start laying the foundation on move in day.
There is an IQP trying to work on homelessness and food insecurity at WPI, it may be something to look into.

Keeping culture safe is all a matter of if people want it too. WPI is unique in the work hard play hard mentality and manifests itself in interesting ways. Good risk management comes down to people wanting good risk management.
[Interviewee] doesn't believe alcohol is necessary for greek life, but some people do. It is important to be attentive if you care about you peers.
The work hard play hard mentality can make it managing an interesting task. It becomes a matter of taking care of the really bad stuff that can happen when students may push themselves more than they are able to handle.
The biggest thing to focus on is NSO for new policy or education; giving new students something to start off with when they first arrive. When we presented during Get More Insight Day, we were restricted by not being able to talk about fraternity events with alcohol due to rush rules, making risk management difficult to talk about. Changing these restrictions might be a good thing to decrease incidents in the future.

Things have started to change for the better. SMART has had a good impact, and the RAs' new approach has been helpful. Part of the new Greek life strategic plan is to promote safe alcohol usage in Greek life. Ben Seitz is involved in this initiative, and recently released a survey developed by students and alumni. Greek alumni council is included when possible.

Appendix D: Survey Questions and Answers

Survey Questions:

▼ Default Question Block

Q1   This survey is a part of an Interactive Qualifying Project at Worcester Polytechnic Institute (WPI) with the goal of analyzing and improving the safety of social drinking culture at WPI.

For the purposes of this survey, the following definition will be used:

Social Drinking Event - An event with more than 15-20 attendees where alcohol is present

Per the Institutional Review Board, all responses are anonymous and all questions are voluntary. You may skip over any question at any time.

One respondent will randomly be selected to win a $25 Dunkin' Donuts gift card.

-- Page Break --------------

Q2   What is your academic year?

○ Freshman

○ Sophmore

○ Junior

○ Senior

○ Graduate Student

Condition: **Alumni Is Selected.** Skip To: **Are you familiar with the Culture of ....**

Q3   What is your gender?

○ Male

○ Female

○ Not Listed [   ]

○ Prefer Not To Answer

Q4   Are you an international student?

○ Yes

○ No

Q5 Are you affiliated with a **social** Greek letter organization at WPI (**not** including service, honor, and professional societies)?

○ Yes

○ No

Q6 When you attending social drinking events, how intoxicated do you typically become? (A social drinking event is defined as an event with at least 15-20 attendees where alcohol is present)

○ Extremely Intoxicated ("Hammered")

○ Highly Intoxicated ("Drunk")

○ Moderately Intoxicated ("Tipsy")

○ Mildly Intoxicated ("Buzzed")

○ Not Intoxicated (Sober)

- Page Break - - - - - - - -

Q7 How often do you attend social drinking events at Greek letter organizations at WPI ? *Please read the* available options closely:

○ 0 times per YEAR

○ 1-3 times per YEAR

○ 1-2 times per term

○ 3-5 times per term

○ 6+ times per term

↳ Condition: **0 times per YEAR Is Selected**. Skip To: How often do you attend social drinki....

Q8 How safe do you generally feel in the following situations in **social drinking events at WPI Greek letter houses**?

	Very Unsafe	Unsafe	Somewhat Unsafe	Neutral	Somewhat Safe	Safe	Very Safe
The event is crowded	○	○	○	○	○	○	○
The event is NOT crowded	○	○	○	○	○	○	○
You know the host(s)	○	○	○	○	○	○	○
You do NOT know the host(s)	○	○	○	○	○	○	○

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Q9 How often do you observe the listed practices at social drinking events you've attended **at Greek letter houses near WPI?**

	Never	Rarely	Sometimes	Often	Always	Unknown
Entrance to the event is actively controlled	○	○	○	○	○	○
Access to alcohol is actively controlled	○	○	○	○	○	○
Highly intoxicated guests are cut off from alcohol	○	○	○	○	○	○
There are sober hosts supervising the event	○	○	○	○	○	○
Problematic guests are removed from the event by the host	○	○	○	○	○	○

Q10 What makes you feel **safe** at Greek Letter Organization social drinking events?

Q11 What makes you feel **unsafe** at Greek Letter Organization social drinking events?

-------- Page Break --------

Q12 How often do you attend social drinking events hosted at apartments near WPI? *Please read the available options closely.*

○ 0 times per YEAR

○ 1-3 times per YEAR

○ 1-2 times per term

○ 3-5 times per term

○ 6+ times per term

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Q13

How safe do you typically feel in the following situations during **social drinking events at WPI apartments**?

	Very Unsafe	Unsafe	Somewhat Unsafe	Neutral	Somewhat Safe	Safe	Very Safe
The event is crowded	O	O	O	O	O	O	O
The event is NOT crowded	O	O	O	O	O	O	O
You do NOT know the host(s)	O	O	O	O	O	O	O

Q14

How often do you observe the listed practices at social drinking events you've attended **at apartments near WPI?**

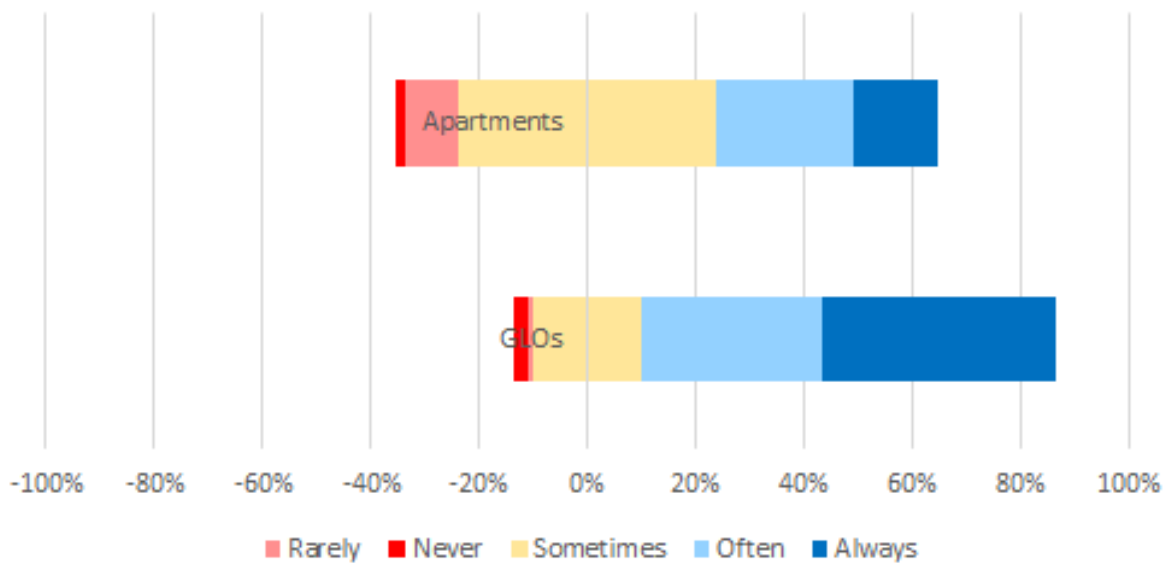|	Never	Rarely	Sometimes	Often	Always	Unknown
Entrance to the event is actively controlled	O	O	O	O	O	O
Access to alcohol is actively controlled	O	O	O	O	O	O
Highly intoxicated guests are cut off from alcohol	O	O	O	O	O	O
There are sober hosts supervising the event	O	O	O	O	O	O
Problematic guests are removed from the event	O	O	O	O	O	O
Guests in need are helped by the host	O	O	O	O	O	O

Q15

What makes you feel **safe** at apartment social drinking events?

Q16

What makes you feel **unsafe** at apartment social drinking events?

Q18

- ○ Have heard of the resolution and know its use
- ○ Have heard of the resolution and have a good grasp of its use
- ○ Have heard of the resolution and have a slight grasp of its use
- ○ Have heard of the resolution but do not know its use
- ○ Never heard of the resolution

Q19

What is your opinion of the Culture of Care Resolution?

Q17

Do you have any other comments on improving the safety of social drinking culture at Worcester Polytechnic Institute?

Q20

If you would like to be entered to win a $25 Dunkin' Donuts gift card, enter a email address below. Your answers to all other questions will remain anonymous and your e-mail will only be used to contact you in regards to the gift card

Survey Results

Demographics:

Gender		
Male	100	50%
Female	94	47%
Not Listed	3	1%
Prefer Not to Answer	4	2%

Year		
Freshman	40	20%
Sophomore	46	23%
Junior	63	31%
Senior	48	24%
Graduate	2	1%
Alumni	2	1%

Affiliation		
Affiliated	111	55%
Unaffiliated	88	44%

Level of Intoxication:

Answer	Number	Percent
Not Intoxicated	31	16%
Mildly Intoxicated	30	15%
Moderately Intoxicated	71	36%
Highly Intoxicated	61	31%
Extremely	6	3%

Intoxicated		
TOTAL	199	

Attendance at GLOs:

Answer	Number	Percent
0 times per YEAR	30	15%
1-3 times per YEAR	37	19%
1-2 times per term	34	17%
3-5 times per term	56	28%
6+ times per term	42	21%
TOTAL	199	

Attendance at Apartments:

Answer	Number	Percent
0 times per YEAR	32	16%
1-3 times per YEAR	60	31%
1-2 times per term	54	28%
3-5 times per term	26	13%
6+ times per term	23	12%

Entrance Is Actively Controlled

Rarely | Never | Sometimes | Often | Always

Apartments

GLOs

-100% -50% 0% 50% 100%

Access to Alcohol is Actively Controlled

Rarely | Never | Sometimes | Often | Always

Apartments

GLOs

-100% -50% 0% 50% 100%
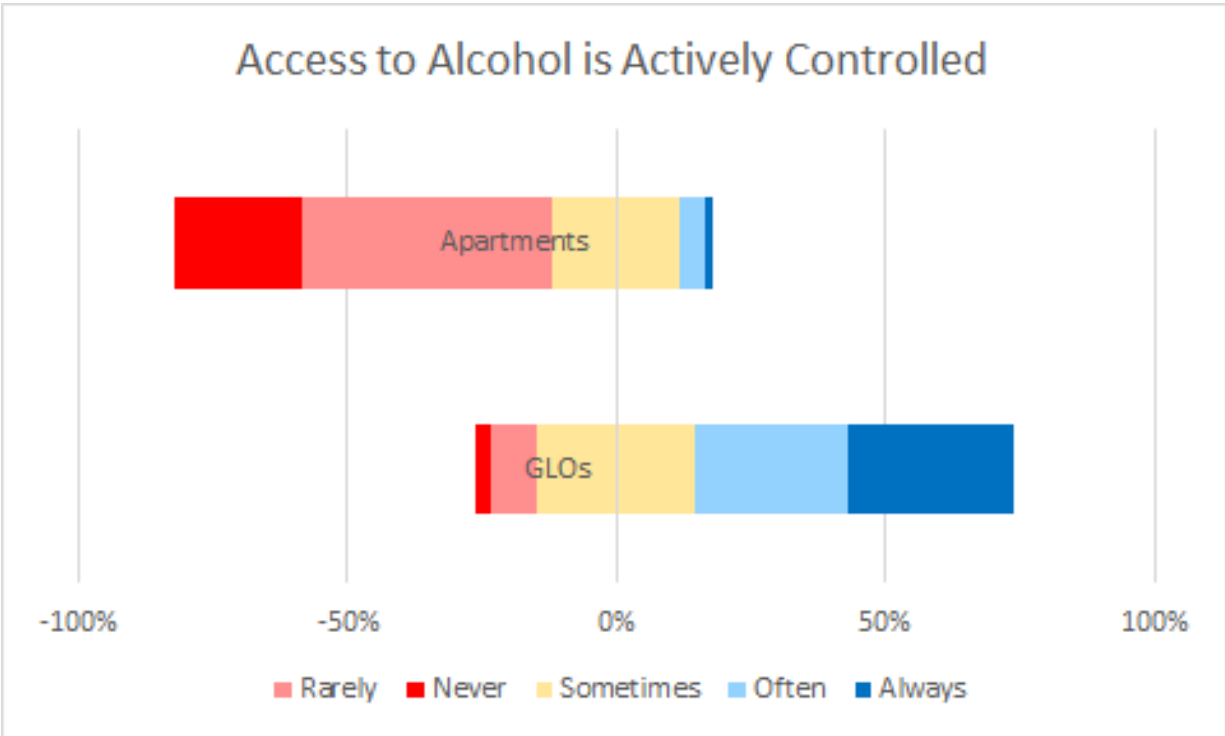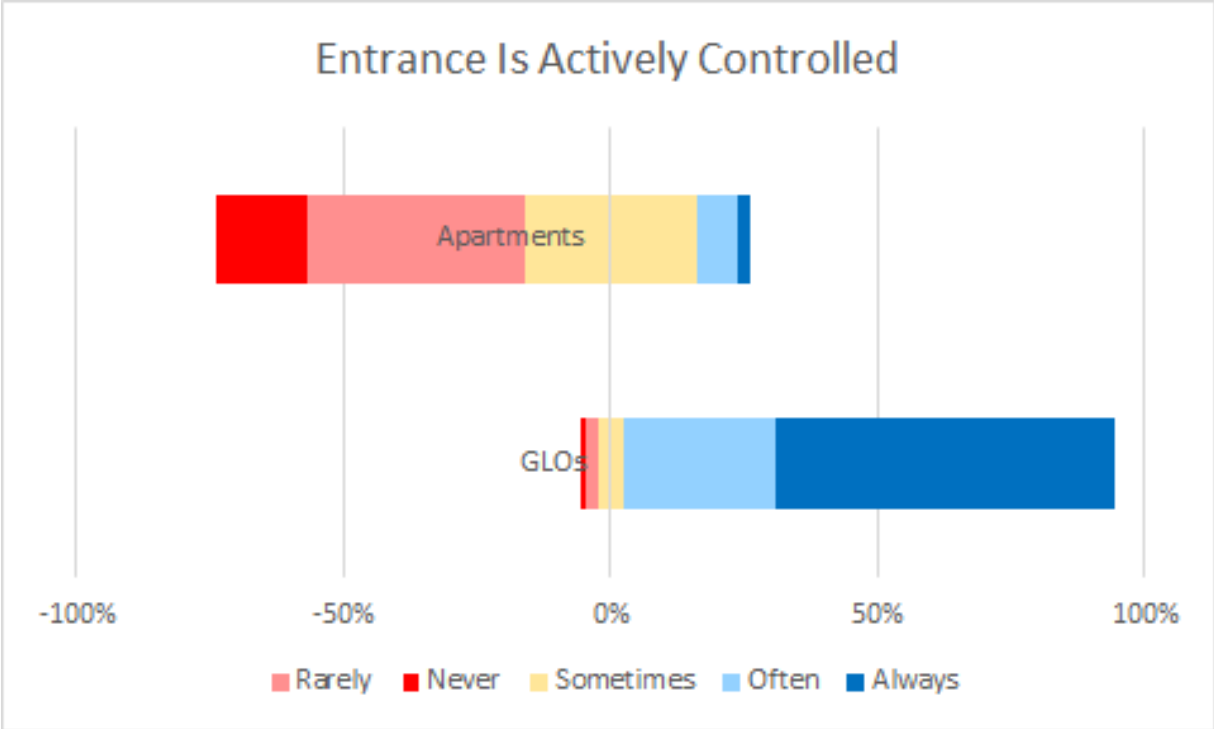
Highly Intoxicated Guests are Cut Off from Alcohol
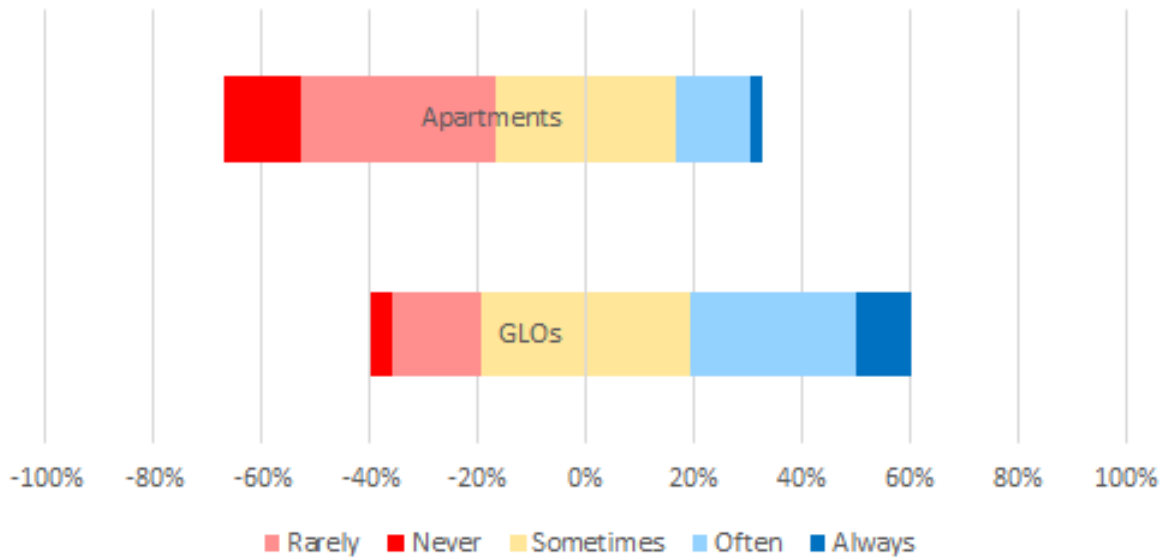
Sober Hosts are Supervising the Event

Problematic Guests are Removed

(Chart legend: Rarely, Never, Sometimes, Often, Always)

Guests in Need are Helped by the Host

(Chart legend: Rarely, Never, Sometimes, Often, Always)

Know the Host

Do Not Know the Host

Crowded

Uncrowded
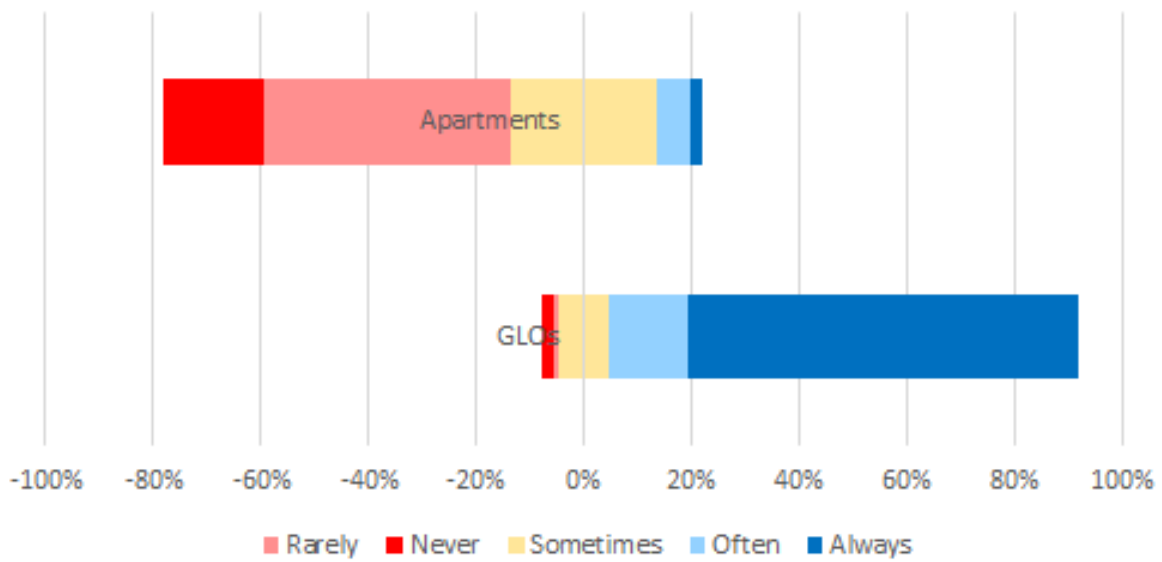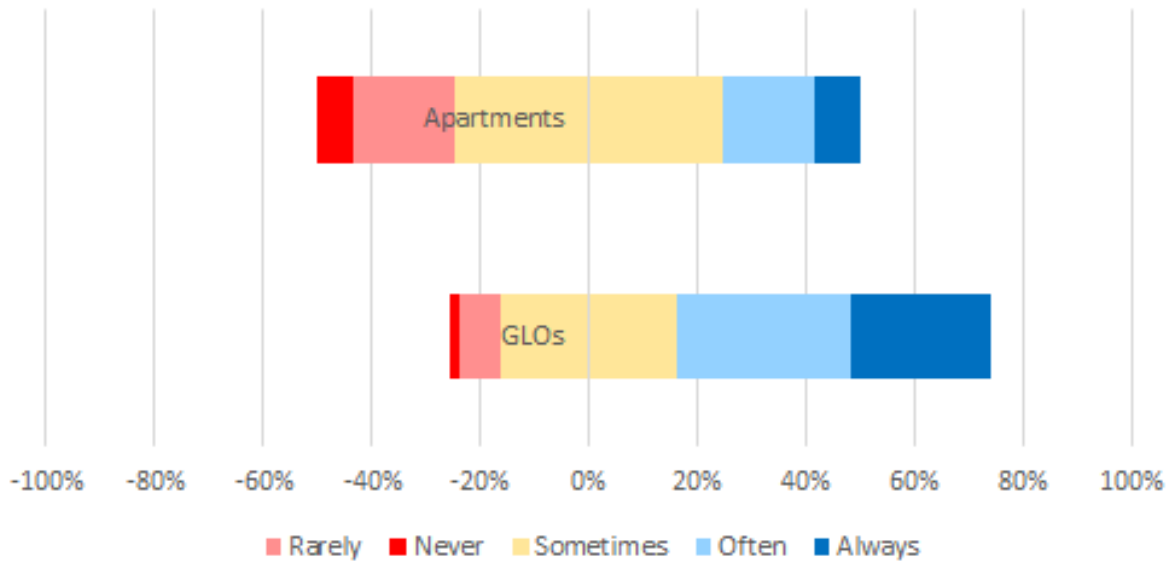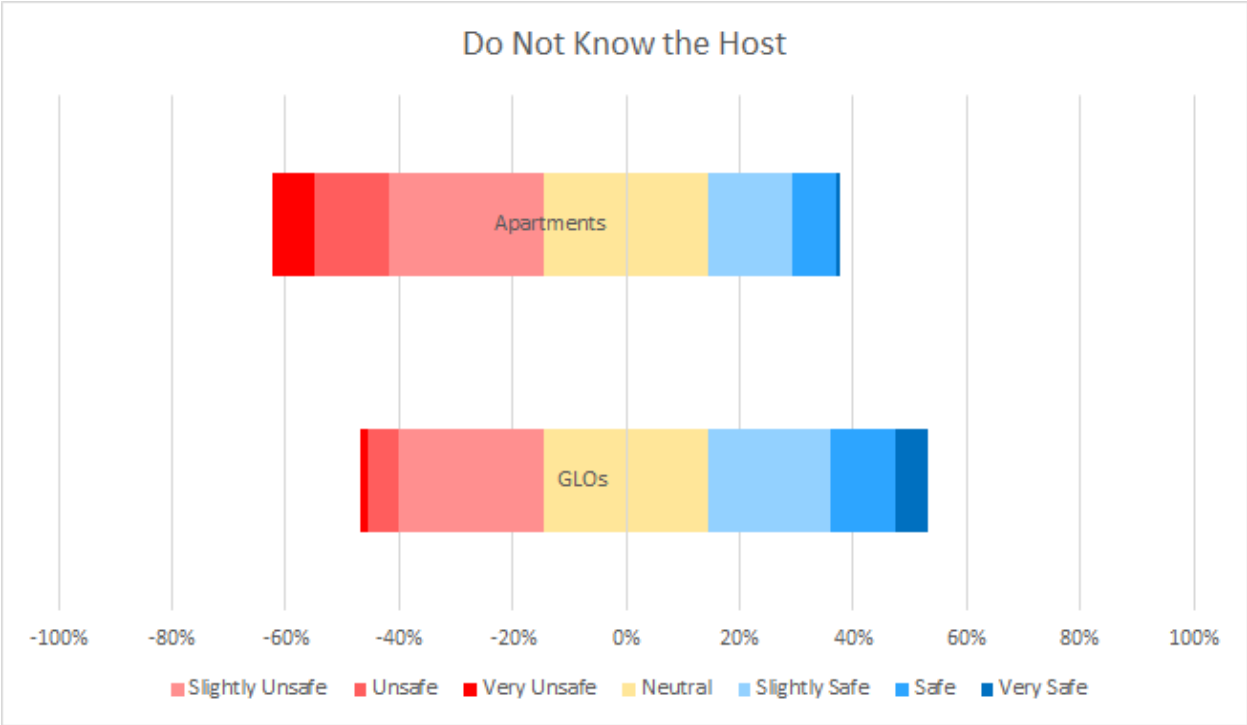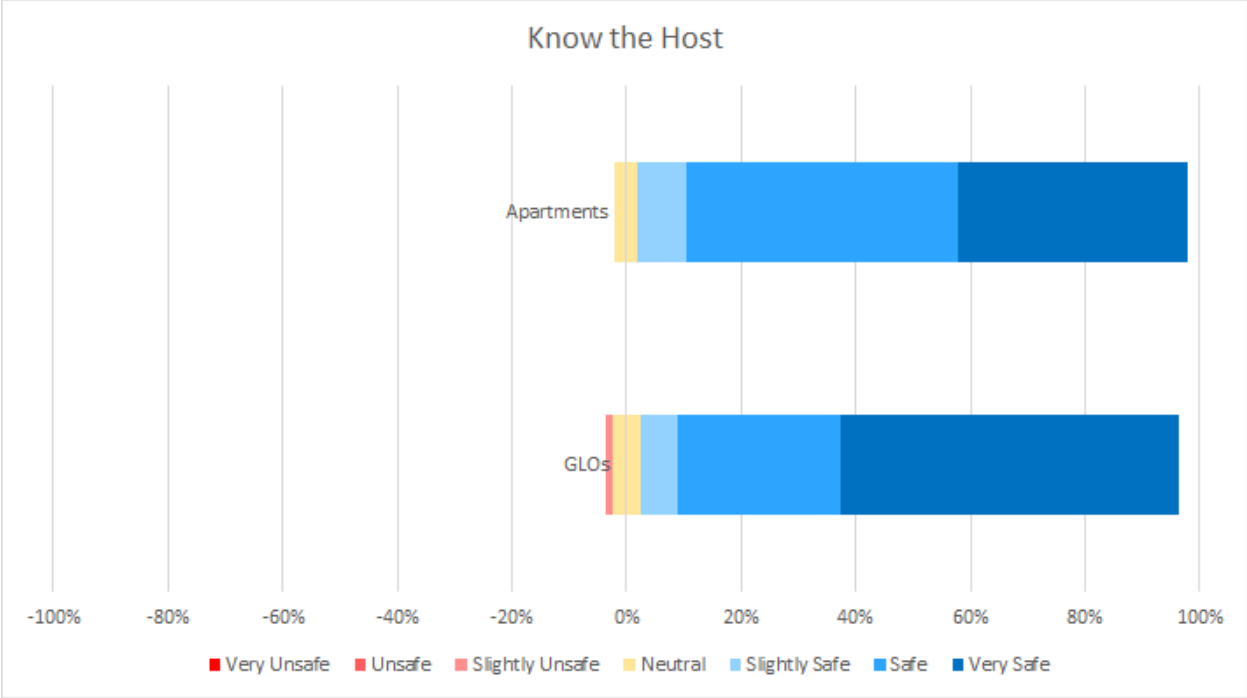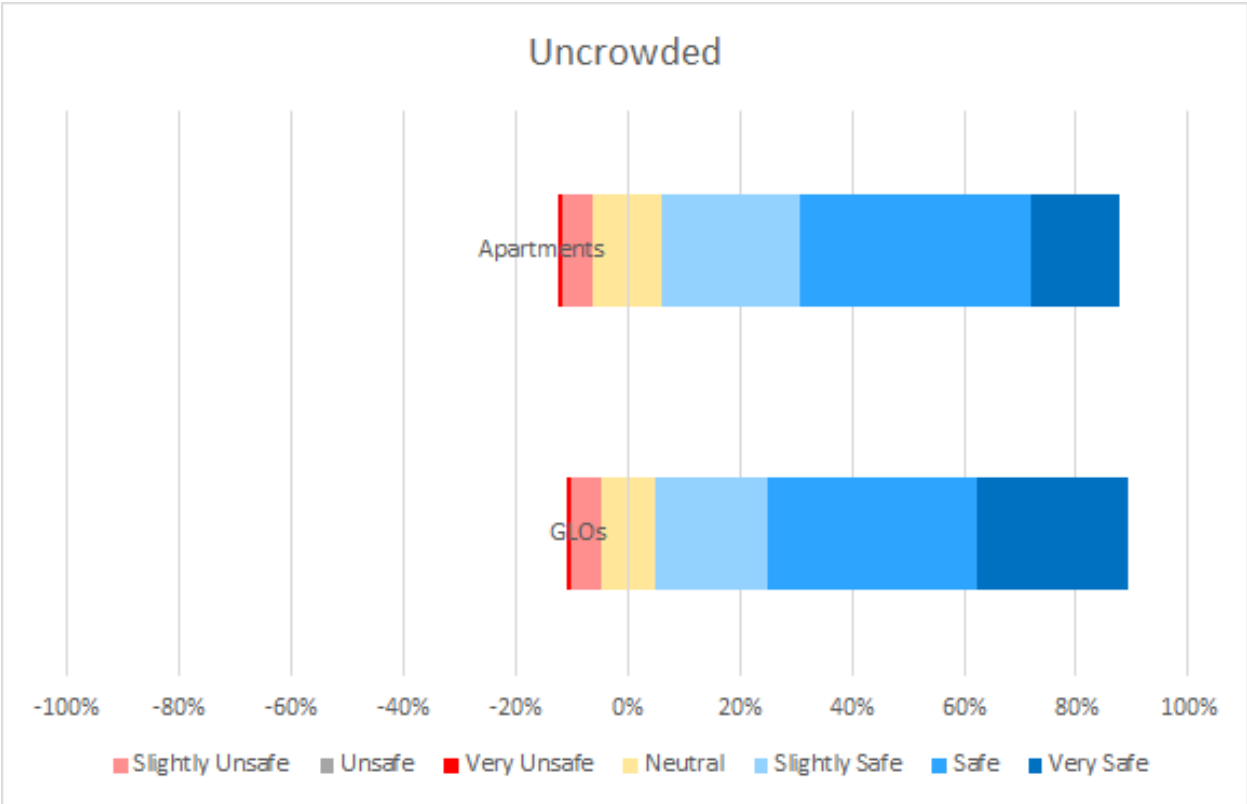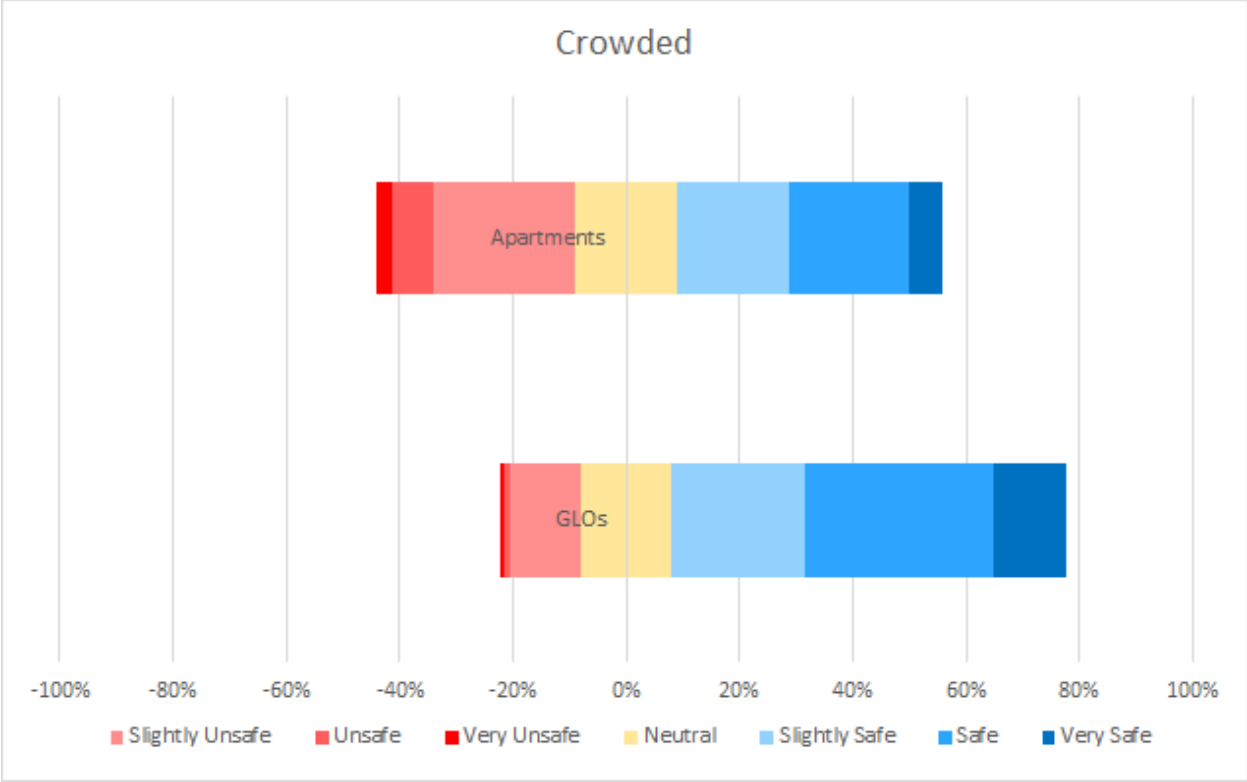
Appendix E: Deliverables

Proposed CCR Revision: See next page

Proposed Revisions to the WPI Culture of Care Resolution and the WPI Interfraternity Council Culture of Care

Developed by:

Sustaining the Safety of Social Drinking Culture at WPI: An IQP

Alex Hard, Kyle McCormick, Brian Sayers, Dan Wensley

Advisors: Professor Suzanne LePage, Professor Derren Rosbach

The Sustaining WPI On-Campus Project Center

Current WPI Culture of Care Resolution

WPI Student Code of Conduct, page 11

WPI strongly believes that all community members have a responsibility and obligation to assist their peers, particularly when associated with alcohol or drug use. To help integrate this mindset throughout the entire campus community, the Interfraternity Council has created the WPI Culture of Care Program.

Inherent in this program are the following constructs:
- The Culture of Care Program emphasizes the creation of a safe and protective campus environment for all community members.
- Members of the WPI community are called upon to put the safety and welfare of all individuals over their own self-interest, without jeopardizing their own safety.
- Most members of the WPI community are not trained to make critical health and medical decisions.
- Students are encouraged to call Campus Police for assistance when they are aware of any situation involving or impacting the health and safety of any individual.

The purpose of this initiative is to foster an environment of trust, support and action for students who need assistance. For violations of the WPI Code of Conduct that involve alcohol, students who proactively seek assistance for others will generally not be adjudicated through the student conduct process. Any discussions associated with the student who calls for assistance will be educational in nature.

Current WPI Interfraternity Council Culture of Care

Bylaws of WPI Interfraternity Council, page 17

Guiding Assumptions

WPI's Interfraternity Council (IFC) endorses the concept that all students have an obligation to assist each other. Members of greek letter organizations are called upon to put the safety and welfare of all individuals over their own or their organizations self-interests, without personally jeopardizing their own safety.

This IFC Culture of Care Resolution (CCR) is a result of pro-active discussion and agreement between WPI and the greek life community. It is focused on our chapters seeking help for any person when help is needed. This CCR embodies our emphasis on a safe environment for our members and guests at any IFC, Chapter or other (formal or informal) event.

Whereas, the Interfraternity Council (IFC) is responsible for the upholding of policies within the council regarding all chapter behaviors;

Whereas, the greek community and WPI puts their greatest emphasis on maintaining the safety of its active members, new members, and any visitors to chapters;

Whereas, chapter officers are responsible for overseeing chapter activities and are not trained to make critical health and medical judgment calls;

Whereas, chapters are obligated to follow WPI policies, National/international policies, and IFC bylaws, and ultimately maintain the safety and welfare of members, guests and/or visiting alumni; and

Whereas, chapters request assistance by calling for emergency personnel during a situation involving the health and safety of any individual.

Therefore be it resolved that, the Interfraternity Council will support and enforce a Culture of Care that enables and encourages chapters, in all situations, to call for medical assistance when needed or when uncertain of a health and safety situation.

The protocol will incorporate the following procedure:

First call during an academic year: Chapters who seek medical help for any person during the academic year will receive no Greek Judicial Board sanction. The officers of the chapter will have an educational discussion with the IFC VP of Standards, a professional member of the Student Activities staff, and any other necessary individuals.

Future calls during an academic year: The respective incident(s) may be adjudicated through the IFC Judicial Board. While a chapter's use of the CCR to obtain assistance is appropriate and expected, and is positively considered in any judicial process, the chapter will have a formal meeting with the IFC VP of Standards, and any relevant chapter officers. An SAO representative may also be a part of these discussions. Judicial sanctions may be considered through the regular judicial process as an avenue to alter behaviors that put the chapter and any individuals at risk.

The Interfraternity Council and chapters recognize and understand that, as is currently in place, the University reserves the right to address any issue or violation of University policy. The University respects the Interfraternity Council's judicial system, and upon appropriate adjudication by the Interfraternity Council, will only amend sanctions in extenuating circumstances.

Proposed Changes

1) Unification of Resolutions in the WPI Code of Conduct and IFC Bylaws

Having two versions of the CCR is redundant and confusing. We propose that a resolution that satisfies the needs of both WPI and the IFC be constructed and integrated into the WPI Student Code of Conduct, applying to all students, Greek organizations, and non-Greek organizations.

2) Reorganization

As our revised CCR is longer, it should be logically organized in order to be as easily understood as possible. We propose splitting it into four sections:

i.   Purpose: Overarching goal of the resolution.
ii.   Guarantee of Amnesty: Explicit statement of afforded protections.
iii.   Exceptions: Explicitly enumerated cases in which the resolution does not apply.
iv.   Good Faith Condition: Stipulations to prevent abuse of the resolution while still providing disciplinary protection to diligent students and organizations.

3) Removal of Qualifiers

We propose removing the word "generally" from "students or organizations that proactively seek assistance for others will ~~generally~~ not be adjudicated." The qualifier gives WPI the jurisdiction to disregard the resolution without specifying when they would do so. The ambiguity decreases students' and organizations' trust in the resolution.

We address concerns that may arise from this change in items #5 and #6.

4) Clarification of Unlimited Usage

There is currently confusion surrounding the number of times and frequency with which the CCR may be used, and to what extent it applies after the first use.

We propose removing any limit to CCR uses. Organizations and students should not be reluctant to call for medical attention in fear of "using up" their CCR protection. Guests attending events at organizations that invoked the CCR earlier that year should be equally safe.

We address concerns that may arise from this change in items #6.

5) Addition of Specific Exceptions

We propose adding a section that explicitly enumerates cases in which the resolution will not apply. We believe this is preferable to the "generally" qualifier, as it clarifies to students, organizations, and administrators the applicability of the policy.

6) Addition of Good Faith Condition

In order to prevent abuse of the resolution (i.e., a student or organization feeling that they can use it to avoid accountability for repeated policy violations), we propose adding a "Good Faith Condition." Essentially, it states that students and organizations will not be disciplined on their first usage of the resolution; however, if WPI feels that the student or organization is not taking steps to prevent future incidents, they may suspend the student or organization's ability to use the resolution until sufficient progress is demonstrated.

7) Extension of Amnesty to Transported Students

We propose adding clauses to Section ii that extend the same disciplinary amnesty to students who receive medical attention. Students or organizations should not hesitate to call for help because they fear that the student in need may be punished.

Note that:
- The revised CCR still allows for required educational follow-up, which is often warranted in the case of a medical transport.
- If the medically assisted student's behavior falls under the exemptions listed in Section iii, they will not receive amnesty.

8) Addition of Initial Care Clause

In Section ii, after the statement that "[they] will not be adjudicated through the student conduct or IFC judicial process," we propose adding the clause "provided they remain with the student requiring assistance until medical assistance arrives."

A similar clause appears in the amnesty policies of MIT, CMU, and Illinois Institute of Technology. We believe that it is common sense to stipulate that those who call for medical assistance must remain with the student in need until help arrives.

9) Extension of Resolution to Drug-Related Incidents

Finally, we propose modifying Section ii so that the amnesty provided by the CCR applies equally to incidents involving substances other than alcohol. While WPI should not condone use of illegal substances, it is true that cannabis, hallucinogens, and other drugs are used by college students with varying levels of frequency. Furthermore, opioid abuse is becoming increasingly common in the United States, and may affect some WPI students.

The safety of students who choose to consume such substances is equally as important as that those who consume alcohol. Thus, the Culture of Care resolution should apply to alcohol **and** drugs.

Revised WPI Culture of Care Resolution

i. Purpose

WPI strongly believes that all community members have a responsibility and obligation to assist their peers, particularly when associated with alcohol or drug use. To help integrate this mindset throughout the entire campus community, the Interfraternity Council (IFC) has created the WPI Culture of Care Program. The purpose of this initiative is to foster an environment of trust, support and action for students who need assistance.

Inherent in this program are the following constructs:
- The Culture of Care Program emphasizes the creation of a safe and protective campus environment for all community members.
- Members of the WPI community are called upon to put the safety and welfare of all individuals over their own self-interest, without jeopardizing their own safety.
- Most members of the WPI community are not trained to make critical health and medical decisions.
- Students are encouraged to call Campus Police for assistance when they are aware of any situation involving or impacting the health and safety of any individual.

ii. Guarantee of Amnesty

For violations of the WPI Code of Conduct or IFC bylaws that involve alcohol or drugs, students or organizations that proactively seek assistance for others will not be adjudicated through the student conduct or IFC judicial process, provided they remain with the student requiring assistance until medical assistance arrives. Similarly, the student for whom medical assistance was sought will also not be adjudicated through the student conduct process. Any repercussions applied to the student(s) or organization who call for or receive assistance will be educational in nature.

There is no limit on the number of times the Culture of Care Resolution may be used by a student or organization, except in the cases outlined in Sections iii and iv.

iii. Exceptions

In the event of an incident requiring a medical transport, the Culture of Care Resolution will not apply to those who were found to be offenders of:
- Hazing
- Intentional physical harm
- Intentional damage to others' property
- Sexual violence or harassment

iv. Good Faith Condition

Although student safety is of utmost importance, it is necessary that the Culture of Care Resolution does not encourage policy violation. Therefore, although students and organizations will **not** receive disciplinary actions when the resolution applies, WPI or the IFC **may** require the student or organization to complete educational programs and demonstrate that they are taking steps to prevent future medical incidents.

Soon after a medical incident in which the Culture of Care Resolution is applied, if WPI or the IFC determines that a student or organization is not actively and earnestly attempting to prevent additional incidents, then WPI or the IFC may temporarily limit or suspend their disciplinary amnesty under the resolution for **future** incidents.

In the case that disciplinary protection under the resolution is suspended, the student or organization will be immediately notified and informed of the process by which they may regain protection. Upon satisfactory completion of said process, disciplinary protection will be reinstated for subsequent incidents.
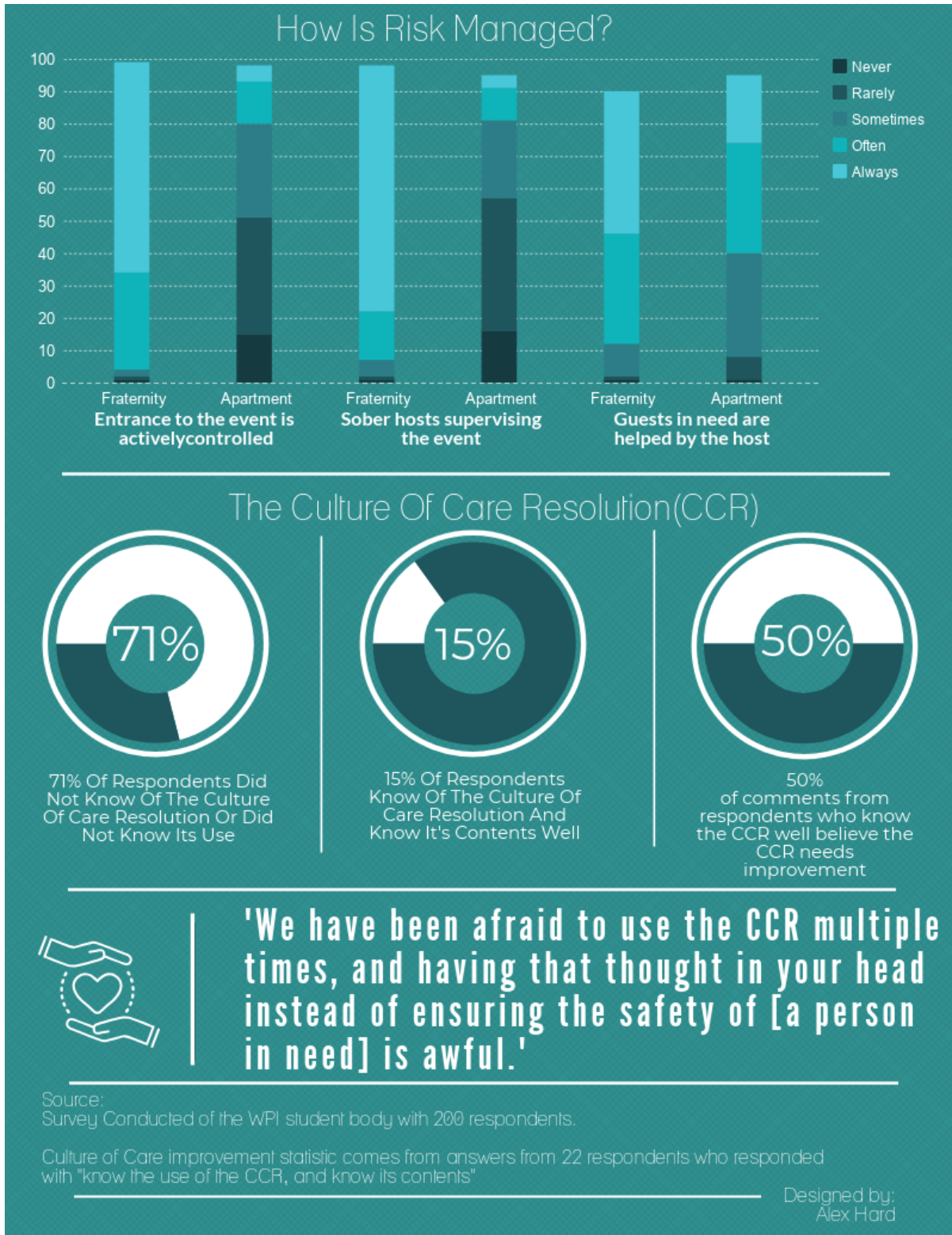
Fraternity Social Event & CCR Brochure:

The Culture Of Care Resolution

The Culture of Care Resolution provides protection for students or organizations that call for medical help for students in need. If a student is overly intoxicated and you make the call for help, both you and the student requiring help will generally not be adjudicated against by the WPI administration. The goal of this resolution is to ensure that all students receive necessary medical help without the fear of punishment.

Important Contact Information

Campus Police Emergency Number:
(508) 831-5555

Campus Police NON-Emergency Number:
(508) 831-5433

SNAP Transportation:
(508) 831-6111

SDCC:
(508) 831-5540

For More Information See:

WPI IFC Bylaws

WPI Student Code Of Conduct

Student Guide to WPI Policy and Guidlines

A Guide To WPI's Rules and Policies for Fraternity Events

Proof Of Concept

Outside

Inside

Fraternity Event Guidelines

Fraternity events can be an exciting and overwhelming new experience. When attending fraternity events, there are rules and guidelines to follow. Here are a few:

Letter Shirts
Brothers wearing letter shirts are sober and watching over the event to ensure there are no issues. If you, a friend, or someone you see needs help, find a brother in a letter shirt and they will be able to get the help you need.

ΔΨΞ

Pregaming
Drinking before an event can lead to overintoxication which may lead to a medical transport. When attendingan event, be conscientious of your limits and avoid putting yourself in a bad situation. Fraternities will actively refuse entry to people whoappear intoxicated.

Campus Police
Campus Police are there to help. They are available 24/7 and respond quicker than 911. If you see a Campus Police officer at an event, there is no need to worry; they check in regularly.

Lines
When waiting in a line for an event, there are a few things to know:

1) You must be on the guest list to attend an event.

2) Make sure you have a photo ID with you. Your ID will be used to verify your spot on the guest list.

3) Do not bring any liquid containers with you, they will be taken at the door.

4) Any backpacks or purses will be searched and held at the door.

5) When waiting in line, be courteous with how loud you are, as all houses are located in residential areas.

Quick Tips

1) **Stay With People You Know**-Look out for your friends and others

2) **Dress For The Weather**-Wear a jacket! Lines can move slowly

3) **Campus Police Works 24/7**-In an emergency, get help right away

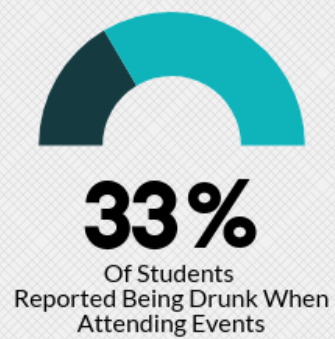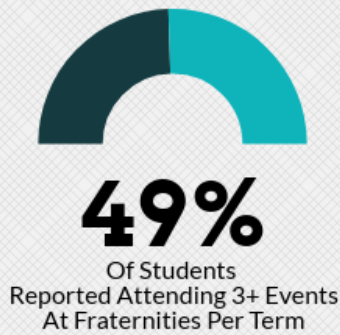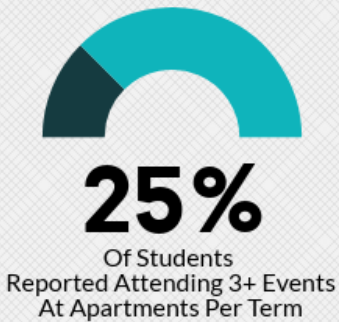4) **Ask For Help When Needed**-Hosts will help, not get you in trouble

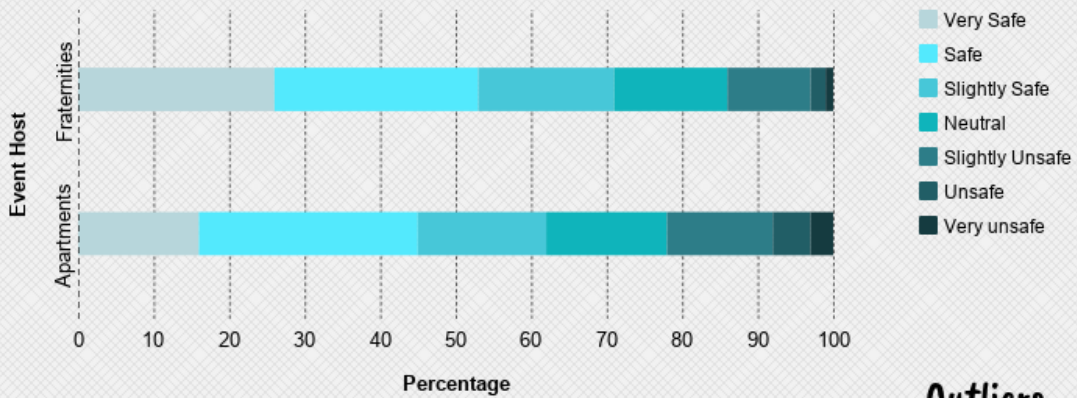**WPI Social Drinking Culture Fact Sheet – Colored & Printer Friendly Versions:**

Social Drinking Culture At WPI

Current State of Affairs
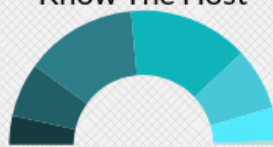
How Students Socialize

25%
Of Students
Reported Attending 3+ Events
At Apartments Per Term

49%
Of Students
Reported Attending 3+ Events
At Fraternities Per Term

33%
Of Students
Reported Being Drunk When
Attending Events

How Safe Do Students Feel?

Legend:
- Very Safe
- Safe
- Slightly Safe
- Neutral
- Slightly Unsafe
- Unsafe
- Very unsafe

Y-axis (Event Host): Fraternities, Apartments
X-axis: Percentage (0, 10, 20, 30, 40, 50, 60, 70, 80, 90, 100)

Know The Host

Don't Know The Host

Outliers
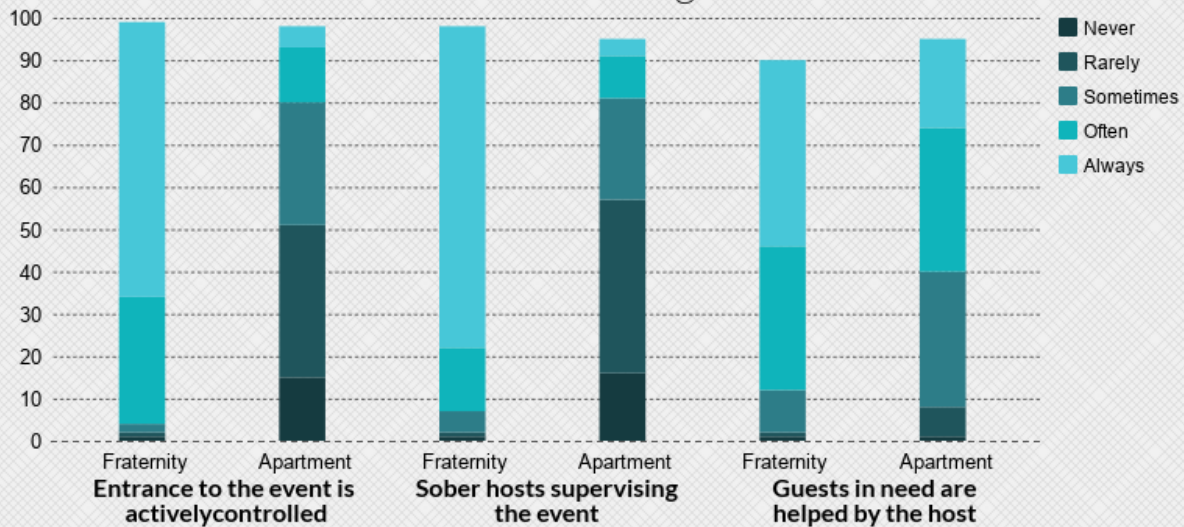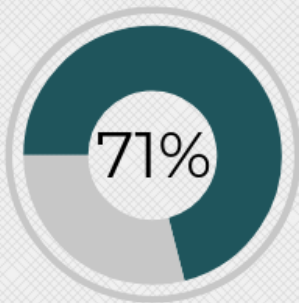
Apartments were found to have lower perceived safety ratings in all scenarios except when the respondent knew the host. 40% said they felt very safe if they knew the host, while only 1% said they felt very safe if they did not know the host.

How Is Risk Managed?

Legend:
- Never
- Rarely
- Sometimes
- Often
- Always

Entrance to the event is activelycontrolled — Fraternity, Apartment

Sober hosts supervising the event — Fraternity, Apartment

Guests in need are helped by the host — Fraternity, Apartment

The Culture Of Care Resolution(CCR)

71%

71% Of Respondents Did Not Know Of The Culture Of Care Resolution Or Did Not Know Its Use

15%
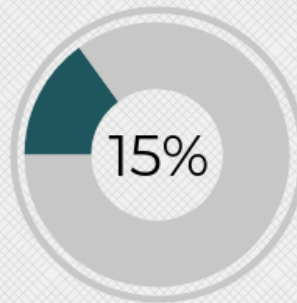
15% Of Respondents Know Of The Culture Of Care Resolution And Know It's Contents Well

50%

50% of comments from respondents who know the CCR well believe the CCR needs improvement

> 'We have been afraid to use the CCR multiple times, and having that thought in your head instead of ensuring the safety of [a person in need] is awful.'