

HEALTH AND SAFETY

AEPi's chapters and members follow the Health and Safety Policies below.

As a fraternity dedicated to developing leadership for Jewish communities and based in Jewish values, we believe that *Elohim*, in the image of G-d. We therefore take seriously our obligation to "Love Your Neighbor as You

Chapters: Find Local Health and Safety Resources

AEPi'S HEALTH AND SAFETY POLICIES

During their initiation ceremony, each member took an oath to act in accordance with the ideals, oath, and ritual of the Alpha Epsilon Pi Fraternity. As such, Alpha Epsilon Pi expects that members act kindly and respectfully toward others. All members are expected to maintain a culture and environment where they and their fellow chapter members can achieve their potential.

Members shall not infringe on others' rights of property, privacy, and peaceful enjoyment. Members shall strive to be good neighbors and community members; which shall include, but not be limited to, compliance with Fraternity policy, laws and ordinances, and reasonable University rules and regulations.

CONFLICT RESOLUTION

Members shall endeavor to promptly and peacefully resolve any and all interpersonal conflicts with others using all reasonable courses of action including, but not limited to, personal interaction, use of Chapter processes such as mediation by the Brother-at-Large and Judicial Board, use of University mediation services, and engagement of Alpha Epsilon Pi Fraternity staff.

GENERAL SAFETY

Members shall strive to keep themselves and others out of harm's way and shall not engage in any excessively risky behaviors, nor shall they allow their guests to engage in these behaviors.

Members are expected to maintain safe, secure, and healthy environments for their fellow members and guests.

Members are expected to comply with local building and fire codes and exercise care with regard to security and general safety. They shall make good faith efforts to promote fire safety in their facilities and in any venues that they utilize for chapter functions.

HAZING POLICY

Members, New Members, Alumni, and guests must not permit, encourage, coerce, glorify, or participate in the hazing or abuse of members, new members, potential members, or guests.

The term “hazing” means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on Alpha Epsilon Pi/chapter property, for the purpose of recruiting, joining, new member education, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:

- Be coerced to violate federal, state, provincial, local law, or Alpha Epsilon Pi policy.
- Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
- Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
- Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
- Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.

If you ever suspect you or someone else may have been hazed or harassed, you can report it by emailing office@aepi.org or by calling 317-876-1913.

SEXUAL MISCONDUCT

Members, New Members, and guests must comply with all federal, state, provincial, and local laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation.

The employment or use of strippers, exotic dancers, or similar, whether professional or amateur, at any fraternity activity or event as defined in this policy is prohibited.

ASSAULT AND BATTERY

No chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which they are located nor shall they engage in or encourage others to engage in violence against others nor threaten violence against others.

WEAPONS

The Chapter and its Members, New Members, and Guests must comply with all federal, state, provincial, local laws and campus policy as it relates to firearms, fireworks, and explosive or incendiary devices.

No weapons of any kind, including replicas or models made to look like weapons, are ever permitted in a chapter facility or at a chapter event, whether owned or obtained legally or not. This includes, but is not limited to, guns, flame throwers, swords, axes, hatchets, knives (except eating and cooking utensils), ammunition, explosives, bb guns, air rifles, slingshots, bows and arrows, pepper spray, Tasers, or anything else which might be considered a weapon.

ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by the organization:

- Members and guests must comply with all federal, state, provincial, and local laws. No person under the legal drinking age may possess, consume, provide, manufacture, sell, or be provided alcoholic beverages.
- Members and guests must follow federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances.
- Alcoholic beverages must either be: (1) provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or (2) brought by individual members and guests through a bring your own beverage ("BYOB") system.
- The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter premises or at any event except when served at an event outside of the chapter premises by a licensed and insured third-party vendor.
- Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
- Alcoholic beverages must not be purchased with Alpha Epsilon Pi funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
- An Alpha Epsilon Pi chapter must not co-host or cosponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol, illegal drugs, or controlled substances.
- A Chapter must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter event.
- Attendance by non-members at any event where alcohol is present must be by invitation only, and the Chapter must utilize a guest list system. Attendance at events with alcohol is limited to a guest-to-member ratio not to exceed 3:1 and must not exceed local fire or building code capacity of the Chapter premises or host venue.
- Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance-free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an Alpha Epsilon Pi, including but not limited to "bid night," "Big/Little" events or activities, "family" events or activities, and any ritual or ceremony.
- Members or guests must not permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

DRIVING AND MOTOR VEHICLE OPERATION

Whenever possible, chapters and members should utilize public transportation or transport service (busses, trains, cabs, etc.) when transportation is necessary for fraternity events or activities.

Any individual who drives or otherwise provides transportation in conjunction with Alpha Epsilon Pi activities shall obey all applicable motor vehicle laws, including, but not limited to, those concerning vehicle safety, vehicle operation, insurance and the transportation and consumption of alcoholic beverages. Operators must ensure that vehicles are roadworthy, in proper operating condition, not overloaded and are driven in a safe manner. Operators must ensure that all occupants are properly utilizing seatbelts and other safety equipment.

All members shall only drive motor vehicles for which they are licensed, endorsed, and insured to legally operate and shall not lend or allow others to use vehicles if they do not meet these standards. Members shall not operate any vehicle(s) which require a Commercial Driver's License (CDL), pilot's license of any kind, motorcycle license, or other specialty endorsements as part of any chapter activity nor shall they utilize vehicles for towing or hauling

unsecured loads.

All use of personal vehicles shall be strictly voluntary and the sole responsibility of the vehicle owner/operator. Any claims that may arise are the sole responsibility of the vehicle owner and/or driver. Drivers and vehicle owners should be advised that the fraternity does not provide insurance for nor does it assume any liability for claims or injuries to persons, damage to property, or damage to vehicles arising from the use of their personal vehicles in connection with any fraternity activities. All drivers should agree and provide written proof that they have personal automobile insurance with limits that comply with local law on any vehicle which they own or use

Members shall not operate, park, store, or allow others to park or store any motorized vehicle(s) inside of any fraternity premises at any time.

Where chapters maintain "Safe Driver", "Sober Driver", or "Designated Driver" activities, participation should be on a strictly voluntary basis and all drivers and/or vehicle owners should be provided with a copy of this Driving & Motor Vehicle Operation policy prior to participation.

MEMBERS' PERSONAL PROPERTY

The use of personal property in fraternity activities shall be strictly voluntary and the sole responsibility of the owner. The fraternity assumes no liability or responsibility for any loss or damage to any personal property of members or guests even if used in conjunction with fraternity activities.

MEDIA

Members, New Members, and guests must ensure that all content that they publish or promote is truthful, respectful, appropriate, and fosters a positive image of Alpha Epsilon Pi. No chapter or member shall use websites, publications, or media platforms to promote or encourage participation in any event or action that would violate any term of the Alpha Epsilon Pi Policies.

GOOD SAMARITAN POLICY

"I am my Brothers' keeper." A Brother's conduct should proceed from Jewish teachings and ethics, and a sense of goodwill and Brotherhood. It is the policy of the fraternity that a Brother should immediately seek emergency assistance when an individual's appearance or conduct would reasonably cause one to be concerned for another person's well-being. A Brother who acts as a "Good Samaritan" shall receive amnesty from expulsion by the fraternity, providing that his actions occurred before emergency responders were otherwise made aware of the situation.

RETALIATION

Retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of the Risk Management Policy is prohibited.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

POLICY DISTRIBUTION

Alpha Epsilon Pi shall distribute its Health and Safety Policies to its members on an annual basis. A copy of the Health and Safety Policies are available [here](#).

CHAPTER POLICIES

CHAPTER RELATIONSHIP

Alpha Epsilon Pi Fraternity, Inc. does not control and does not supervise the day-to-day activities of Brothers, chapters and colonies. Each chapter and colony is a self-governing, financially self-sufficient association and comprised of students of the institution at which they are enrolled or students based in a particular locale. These chapters and colonies are responsible for their own debts and obligations. Under the governing documents of Alpha Epsilon Pi Fraternity, Inc., each chapter or colony selects and initiates its own Brothers, elects its own officers, establishes its own bylaws, operates and determines its methods of operation, and otherwise governs its own affairs, subject only to those bylaws and operations being consistent with the Supreme Constitution, Bylaws, and any other policy of Alpha Epsilon Pi Fraternity, Inc. The autonomy of a chapter or colony in organizing, determining and conducting its own operations through a democracy is part of an educational process that adds to collegiate life and to the development and refining of life and leadership skills.

If a chapter or colony operations are not consistent with the Policies and Guidelines of Alpha Epsilon Pi Fraternity, Inc., Alpha Epsilon Pi Fraternity, Inc. has the right to determine whether that chapter or colony will continue to be recognized by Alpha Epsilon Pi Fraternity, Inc. as an affiliate or whether its Brothers shall have any association with Alpha Epsilon Pi. In some situations, after an action by a chapter or colony has occurred that is inconsistent with the Policies and Guidelines of Alpha Epsilon Pi Fraternity, Inc., a probationary status may be designated by Alpha Epsilon Pi Fraternity, Inc. In probationary situations, the chapter or colony continues to be a self-governing, financially self-sufficient association of collegiate students. If the chapter or colony refuses to voluntarily accept the probationary status, AEPi has the authority to revoke the charter of that group. If an affiliate ceases to be recognized by Alpha Epsilon Pi Fraternity, Inc. as an entity associated with it, but that group of collegiate students nonetheless continues its operations, they do so without any affiliation to or authority from Alpha Epsilon Pi Fraternity, Inc. or Alpha Epsilon Pi.

AGENCY

No chapter or colony of Alpha Epsilon Pi, and no individual Brother thereof, is or has the authority to act as an agent of Alpha Epsilon Pi Fraternity, Inc. unless such representation is expressly stated in writing by Alpha Epsilon Pi Fraternity, Inc. with a precise description of any such relationship.

CONTRACTUAL AGREEMENTS AND ADDITIONAL INSURED

No chapter, member, or housing organization may enter into any written or oral contract or financial agreement using the name of the fraternity ("Alpha Epsilon Pi"). This includes without limitation such agreements as university agreements, leases, contracts, hold harmless agreements, liability releases, account statements, purchase orders, and hotel or banquet contracts. As the fraternity's insurance does not afford protection for outside parties, no chapter, member, or housing organization may enter into any written or oral agreement under which the responsibility or liability of some party other than the fraternity is assumed. Additional Insured status under the fraternity's insurance requires the prior agreement of both the fraternity and its insurers.

UNIVERSITY RECOGNITION

Most often, Alpha Epsilon Fraternity, Inc. chapters are composed of students at one college or university, and are registered with each institution as a recognized student organization. However, this is not a requirement for a chapter to be recognized by the international office. In certain circumstances, the fraternity recognizes a chapter without university recognition. Some chapters are composed of students attending different institutions in the same local area.

Alpha Epsilon Pi Fraternity, Inc. is committed to collaborating with those colleges and universities where it recognizes chapters composed of students at those institutions. However, neither the legal right of the fraternity to charter and maintain chapters, nor the right of students to be members of those chapters, is dependent upon university affiliation or recognition. The fraternity strongly supports, and reserves the right to defend the constitutional rights of our Brothers to associate with one another in the pursuit of our social, educational, religious and cultural ends.

HOST INSTITUTION INDEMNIFICATION

Alpha Epsilon Pi Fraternity, Inc. (Fraternity) will not defend or indemnify any college or university host institution against the institution's negligence. In addition, no chapter, chapter officer, chapter advisory board member, or House Corporation officer may execute agreements, contracts, or documents on behalf of the Fraternity that would bind or otherwise obligate the Fraternity. Pursuant to the Federal Volunteer Protection Act, 42 U.S.C. §§1450-14505, college or university host institutions may not hold Alpha Epsilon Pi volunteers, at any level, liable for harm resulting from a negligent act or omission of a volunteer who was acting within the scope of their responsibilities as an Alpha Epsilon Pi volunteer.

MEMBER POLICIES

Each member of Alpha Epsilon Pi has agreed to be bound by the following policies.

CONDUCT

Members are expected to follow all federal, state and local laws as well as the rules and policies of Alpha Epsilon Pi, which may be found in the Supreme Constitution and bylaws of Alpha Epsilon Pi as well as all rules, regulations and policies set forth by Alpha Epsilon Pi. Each initiated member has taken a solemn oath which outlines the ideals of Alpha Epsilon Pi. They are therefore obligated to live a life according to the ideals described therein and further agree to carry out the mission of Alpha Epsilon Pi; "to provide education, resources and training to the future leaders of the world's Jewish communities."

VOLUNTARY RECUSAL

"I agree to voluntarily recuse myself from all fraternity activities upon the request of the Chapter's Executive Board or an authorized representative of The International Fraternity in the event that I am accused of any violation of law or University misconduct. I understand that I will be automatically reinstated as a Brother in good standing if, after 30 days, neither the Chapter nor I am informed by law enforcement, court, or the university that I am under investigation or charged with any violation of law or University misconduct. If the Chapter is or I am informed that I am under investigation or charged with any violation of law or University misconduct. I will continue my recusal until such time as investigation(s) and adjudication(s) have concluded at which time I may petition for reinstatement by the Chapter's Executive Board and International Fraternity."

LIVE-IN

All Members have agreed to live in the chapter house once they are eligible to do so based on university dormitory requirements and to continue to do so unless excused, in writing, from living in the chapter house by both the Chapter Master and Alpha Epsilon Pi Fraternity based upon the criteria set forth in the fraternity's governing documents.

PHOTO/MEDIA

Alpha Epsilon Pi Fraternity is authorized, in its sole discretion, to use photographs or other materials in which members are included for publicity purposes.

DISPUTE RESOLUTION

Any financial or legal disputes which may arise between Alpha Epsilon Pi Fraternity and/or its affiliated entities and members shall be resolved in accordance with the Alpha Epsilon Pi Fraternity claim and dispute resolution plan, which requires that matters be resolved by arbitration upon demand of either party. A full copy of the dispute resolution plan may be found [here](#).