

PREVENTION REVIEW FOR INTER/NATIONAL ORGANIZATIONS, UNIVERSITIES, STUDENT ORGANIZATIONS, AND CHAPTERS

Lori Hart, Ph.D., Holmes Murphy Fraternity Practice

Emily Feuer, Ph.D., University of Albany and Piazza Center Scholar

Stevan Veldkamp, Ed.D., Piazza Center

Loss prevention and control efforts in student organizations and chapters are essential for minimizing risk and providing safe environments for members and guests. Below are key strategies and action items/key questions that may be helpful to consider when enhancing your organization's policies and plans.

This is a document that can be used at the university level, Inter/National level, or for local organizations (e.g., fraternal organizations) highlighting research-informed strategies to create successful organizations and meaningful experiences.

Collaboration

University Partnership

Organizations at the local and inter/national level should work with university officials in partnership.

Collaboration on Programming/Resources

Inter/National organization should complete an inventory of campus resources available for cross programming with local student organizations and chapters.

Campus Recognition

Student organizations and fraternal organizations should be recognized by the university and campus umbrella organization if applicable.

Action

- Provide details on how the Inter/National organization and student organization partners with universities on collaboration.
- How many organizations are operating without host institution recognition?
- What is the percentage operating without host institution recognition?
- Provide context for why student organizations are operating outside the host institution recognition.

(Nunn & Miranda, 2020)(Sasso et al., 2024)

Advisor Presence

Advisor Recruitment

Provide ongoing outreach to recruit advisors (both faculty and organization advisors).

Education and Training

Provide specific training for advisors to equip them with the knowledge and skills needed including building communication skills, conflict mediation and confrontation and highly encourage participation in campus prevention with topics around alcohol, sexual assault prevention, and hazing.

Accountability

Have systems in place to remove advisors who do not fulfill their duties.

Action

- What is the defined role of advisor?
- What percentage of advisor positions are filled within the organization?
- What is the recruitment strategy to recruit and retain advisors?
- What is the training strategy?
- What is the process to address problems or remove advisors?

(Biddix, Perlow, et. al., 2024) (Sasso et. al., 2024) (Rios, 2014) (Vanderbilt, 2022)



Risk Management

Develop Comprehensive Policies

Establish a risk management policy which includes a policy around alcohol management and prohibiting hazing, assault and battery, sexual misconduct, and retaliation.

Regular Review and Updates

Periodically review and update policies to ensure they remain relevant and effective.

Action

- Provide a copy of the Inter/National organization's risk management policy.
- Provide a copy of the Inter/National organization's amnesty policy (if applicable).
- What is the Inter/National organization's process for developing policy?
- How often are policies reviewed?
- Where can members access the policy?
- How are members educated on the policy (e.g. in-person training, online training, LMS learning, website, email communications, etc.).

(Biddix, Perlow, et. al., 2024) (Nunn & Miranda, 2020) (Biddix, Kilmer, et. al., 2024)

Resources

Available Resources

Provide resources related to organizational policies to help all undergraduate members better understand how to execute policies and volunteers to better assist undergraduates.

Action

- Provide links or attachments with resources available to membership to assist with event planning.
- How often are materials reviewed and revisions considered?



Training and Education

Leadership Training

Provide outline of specific training processes for organizational officers to equip them with the skills needed to understand and enforce policies. This can include policy education, teamwork, conflict resolution, ethical reasoning, critical thinking, etc.

Utilize Partnerships, Leadership and Prevention Programs

Utilize partnerships and promote strong leadership to implement programs that help prevent negative outcomes and promote positive behaviors. Emphasize collaboration, guidance, and proactive measures to address specific issues or challenges.

Membership Training

Provide ongoing opportunities for members to undergo training on topics like alcohol awareness, sexual assault and hazing prevention.

Action

- List all training and education opportunities for officers and members sponsored by the organization.
- Include any details of external organizations where you have ongoing relationships and contracts to assist with member education.

(Biddix, Perlow, et. al., 2024) (Sasso et. al., 2024) (Boettcher et. al., 2018)

Accountability Systems

Conduct Resources

Inter/National Organizations should have a process in place to hold members and student organizations or chapters accountable for their actions in violation of the policies.

Accountability Training

- Utilize conduct experts at the university level to train and educate undergraduate student leaders on accountability.
- Inter/National Organizations should train conduct boards on the written process of the organization.

Action

- What is the organizational philosophy on partnering with universities and being transparent around accountability?
- Organizational leaders should meet and introduce themselves with conduct staff and inquire about common issues to avoid in their campus community.
- Provide links or attachments with campus organizational conduct process.
- How are leaders trained in the organizational conduct process?
- Provide a summary of student organization or chapter conduct records for the past seven years.

(Beatty, 2018)



Reporting Options

Reporting Mechanisms

Provide reporting options for members to report incidents without fear of retaliation.

Action

- What are the reporting options available to report misconduct?
- How is the information shared or marketed?

Crisis Planning

Be Prepared

Have proper procedures (e.g., call 911, safety checks, prevention planning) in place and be prepared to handle emergencies effectively.

Action

- List or provide any policies, procedures, and media response around crisis management.
- Inter/National and Student organization leadership should identify and verify a campus representative(s) to contact in the event of a crisis each semester.

Resources

- [Holmes Murphy Resources](#)
- [Holmes Murphy Risk Management Template](#)
- [Holmes Murphy, Piazza Center Amnesty Template](#)
- [Holmes Murphy Code of Conduct Template](#)
- [Dyad Strategies Model Code of Student Organizational Conduct](#)
- [ASCA Model Investigation Guide](#)
- Holmes Murphy Event Planner App
[Available in the App Store](#)

References

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PennState
Student Affairs

Timothy J. **PIAZZA CENTER**
for Fraternity and Sorority Research