

Phi Sigma Kappa Sexual Assault Policy Fall 2020

“The Fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are demanding to women or men including but not limited to date rape, gang rape, or verbal harassment.” - PSK Grand Chapter Policy Manual

In Regards to the Executive Board/Chapter:

- In regards to the Executive Board and Chapter response, we place an emphasis on timing and communication to make sure our Nationals and University are aware of the situation and can help us come to a solution.
- When a case is brought forward, the President is to alert the rest of the executive board about the situation and plan a date and time to meet for briefing.
 - The meeting must take place within **24 hours** after the president is notified of the incident
 - The brother(s) is/are immediately **suspended** from all chapter activities **indefinitely** at the time the president is notified
- Within **24 hours** after the first meeting takes place, a hearing with the judicial board and the brother(s) will take place to decide what disciplinary actions should result
- After the judicial board meeting, the national chapter of Phi Sigma Kappa, the Department of Fraternity and Sorority Life (DFSL), and The Interfraternity Council (IFC) are contacted about the situation.
 - The exception to this rule is if the victim is uncomfortable or unwilling for contact with any or all of these organizations to take place. Emphasis is placed on what

the Victim is most comfortable with, we will not push them to do anything they're not comfortable with.

- After deliberation with Nationals, DFSL, and IFC, the Executive and Judicial Board of the fraternity will come to a decision in regards to what to do about the brother(s).

In Regards to the Victim:

- A formal apology will be issued by the executive board
- Then the President and sexual assault liaison will mediate communication between the victim and the fraternity
 - Emphasis during communication is placed on: belief of the victim, listening without judgment, providing full attention, not asking questions that invoke guilt, letting the victim know it isn't their fault, reassure they are being cared for, encouraging medical attention, and offering resources for support.
- The victim is notified if information about the incident with the name of victim is reported DFSL office they have to report to TITLE IX (which is housed in the Office of Civil Rights and Sexual Misconduct or OCRSM)
 - It is up to the victims discretion whether or not they want their name included when reporting to DFSL

Additional Resources Available (For both the Victim/Chapter):

- CARE To Stop Violence Office - Responds to incidents, will keep the information confidential
 - Will offer assistance and immediate resources for the victim
 - **CARE #: (301) 314-2222**
 - **Crisis Line #: (301) 741-3442**

- Title IX Office - Responds to incidents, not confidential
 - The Title IX Office is required to report incidents and conduct investigations on sexual assault allegations.
- Counseling Center - Center to help guide the victim through the scenario
- “Real Talk” - Meetings between Fraternities and Sororities about Sexual Assault, Rape, etc
- Brothers should know PSK chapter policies & National Policies:

<https://4d15vr8jvyd4cxljvoekr211-wpengine.netdna-ssl.com/wp-content/uploads/2020/06/Policy-Manual-and-Appendix-May-2020-1.pdf>
- DFSL Policies:

<https://greek.umd.edu/documents/expectations/ChapterExpectations-8.1.19.pdf>
- Prevention and Awareness: Workshops, Guest Speakers, Conversations with Interns/Friends/Sororities:

<https://health.umd.edu/wellness-advocacy-care-stop-violence/get-educated-involved>
- Office of Civil Rights and Sexual Misconduct: <https://www.ocrsm.umd.edu/>