3.3 HAZING AND ALCOHOL RISK MANAGEMENT FOR
STUDENT ORGANIZATIONS

In keeping with the University’s mission, and in support of Curia
Personalis, it is imperative that Student Organizations implement
measures to support the health and development of its members, provide
care for the whole person, and coordinate activities and events which do
no harm. As such, the following policies have been created to reduce both
liability and risk for students, student organizations, and the University.

1. Hazing
Hazing in all forms is prohibited. Missouri state law defines hazing
as a crime (RSMO Section 578.360). Any Student attending Saint
Louis University, any Chartered, Developing, or Recognized Student
Organization is prohibited from conspiring to or engaging in hazing
(including any act that injures, frightens, degrades or disgraces
another Student). Violation of this Policy must be reported to the
Office of Student Responsibility and Community Standards for
review and possible disciplinary action against the Students and/or
Student Organization allegedly involved. Allegations of hazing will
be promptly investigated by the University and interim measures,
including a cease & desist or interim suspension, may be placed
upon the Student Organization as the University investigates the
allegations.

2. Student Organization Alcohol Policy
The possession, sale, use, or consumption of ALCOHOLIC
BEVERAGES, during an organizational event, in any situation
sponsored or endorsed by the organization, or at any event an
observer would associate with the Student Organization, must be in
compliance with any and all applicable laws of the state, province,
county, and/or city and must comply with University Third Party
Vendor Guidelines, which can be found on the Student Involvement
Center website. This Policy covers any and all activities conducted by
Recognized or Chartered Student Organizations, whether alone or in
conjunction with another event sponsor, regardless of the activities’
location. In addition, Student Organizations with additional oversight
from inter/national organizations or governing councils fraternities
and sororities must also follow any additional guidelines set forth by
these bodies, their respective governing councils.

Any Student Organization wishing to host an event with alcohol must
follow the below policies:

• No alcoholic beverages may be purchased through or with
organizational funds or by any members or guests in the
name of or on behalf of the Student Organization. The
purchase or use of a bulk quantity or common source(s)
of alcoholic beverage, for example, kegs or cases, is
prohibited.
• No Student Organization may co-sponsor, co-finance,
attend, or participate in a function at which alcohol is
purchased by any of the host or sponsoring organizations.
• No Organization members, collectively or individually,
shall purchase for, serve to, or sell alcoholic beverages to
anyone under the age of 21.
• Approved events with alcohol must utilize a Third Party
Vendor for services. By definition, a Third Party Vendor is
a business who holds an active Liquor License (both state
and local licensing), who is contracted for alcohol services
for a specific event. The University requires that a Third
Party Vendor also hold a minimum of $1,000,000 liability
insurance coverage. The Third Party Vendor should
undertake the responsibility of checking identification
of guests, providing wristbands and/or stamps (where
applicable), and drink service to those attendees of legal
drinking age.
• Sodexo, SLU’s dining services partner, is a licensed and
approved Third Party Vendor who can provide this service
for events scheduled on campus.
• No organization may co-sponsor an event with an alcohol
distributor or tavern (tavern defined as any establishment
for which the sale or distribution of alcoholic beverages
is a specific focus of their business) at which alcohol is
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 Student Organization
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. As an exception to the Policy, Student
Organizations (whose charter allows them to do so) may
host events in the Billiken Club (in adherence with other
relevant guidelines), including during hours of operation
when alcohol is served.
• Recruitment activities associated with any Student
Organization may not include alcohol. Recruitment
activities may not be hosted, held at or in conjunction with
a tavern or alcohol distributor as defined in this Policy.
• Approved events with alcohol must utilize a guest list,
offering invitations for attendance. Events which allow
unrestricted access by non-members of the Student
Organization, without specific invitation, are prohibited.
• Guest lists for an approved event where alcohol is
present should not exceed a ratio of 3:1; three guests
per active member of the host organization. In some
cases, specifically with organizations governed by inter/
national policies and guidelines, this ratio may be lower.
Student Organizations should follow the guidance from
their inter/national organization unless it is greater
than the University’s 3:1 ratio.
• Depending upon the event venue, a 3:1 guest ratio may
exceed the posted and designated fire code. Student
Organizations must always be in compliance with the
fire code of their events, regardless of the maximum
attendance permitted by this policy.
• Students Organizations who receive approval to host
an event with alcohol are responsible for providing
sober monitors for the duration of the event. These
sober monitors should be active members of the
organization, remain sober before and during the event,
and be committed to the health, safety and well-being
of all guests in attendance. It is not permissible for an
organization to simply assign this responsibility to its
newest or youngest members, as that could be perceived
as hazing. Sober monitors shall be designated at a rate of
1:15, based upon the guest list; i.e. one sober monitor per
15 guests, rounded up.

Vendor Guidelines, which can be found on the Student Involvement
Center website. This Policy covers any and all activities conducted by
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conjunction with another event sponsor, regardless of the activities’
location. In addition, Student Organizations with additional oversight
from inter/national organizations or governing councils fraternities
and sororities must also follow any additional guidelines set forth by
these bodies, their respective governing councils.
• When requesting to host an event with alcohol, the host organization will be asked to submit additional risk management details when seeking event approval from the Student Involvement Center. This plan should include a means for identifying attendees who are under the legal drinking age, a description of their planned travel to and from the event, a list of non-alcoholic beverages to be available for those who choose not to drink, a list of food options available for all who attend, and a list of organization members who will serve as sober monitors.

• If an organization wishes to host an overnight, out of town event where alcohol will be present, additional expectations apply. These events will be limited to a 1:1 ratio of organization members to guests (less than the 3:1 ratio for locally hosted, single date events). The host organization is responsible for submitting their guest list to the Student Involvement Center, with emergency contact details provided for each attendee. The organization must also submit a full trip itinerary, including the address where lodging will occur, as required by the Clery Act. Lastly, organization funds may not be used to purchase alcohol for these events, but may be used to cover other elements of their travel, lodging, food and/or activities.

• Student Organizations that violate the University’s Student Organization Policies pertaining to alcohol or the University’s Alcohol Policy and Guidelines, will be subject to a maximum sanction allowed by the Community Standards, including suspension or expulsion from the University. Repeated violations will constitute sufficient grounds for the suspension or permanent dismissal of the organization from the University. To the extent that the University serves society by developing and sustaining an environment free of alcohol and drug abuse, the University reserves the right to take disciplinary action against Students involved in violations of the Standards and Alcohol Policy Guidelines occurring off campus. Disciplinary measures will be administered consistent with local, state and federal laws.

• University departments and Student Organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members. The University also reserves the right to restrict Student Organizations from holding off campus events at certain Third Party Vendors or taverns.

4. **Multicultural Greek Organizations.** There are many different types of Greek social organizations, some of which are based upon specific culture, identity, religion and/or heritage. Saint Louis University currently recognizes several of these organizations, and fully supports the growth of our Multicultural Greek community. The National Pan-Hellenic Council (NPHC) is composed of nine historically black fraternities and sororities. The majority of NPHC chapters recognized by Saint Louis University are city-wide chapters, which is defined as a collegiate chapter of two or more participating colleges or universities. Each city-wide chapter operates under a constitution and bylaws, elects officers, holds initiation, and is recognized by their national headquarters. Saint Louis University supports these chapters through the Multicultural Greek Council (MGC), which serves as the governing board of any NPHC or any other multicultural Greek-letter organization. The MGC serves as the liaison between the city-wide chapters and the Saint Louis University community.

3. **Fraternities and Sororities.** Through a joint sponsorship of the University and the various inter/national Greek-letter organizations, a number of chapters have been established on the campus of Saint Louis University. The recruitment and selection of members, as well as each Greek-letter organization’s ritual and tradition, make these organizations somewhat different from other Student Organizations. In recognition of the extent to which the concerns and objectives of these Greek-letter organizations are reflective of the University mission, self-regulation of the recognized chapters, acting independently or through designated governing councils, will be encouraged and supported at all times. The University is committed to assisting each member chapter(s) to develop and pursue a positive intellectual, social, and spiritual atmosphere, and to meet both University standards and the standards of their inter/national organization.