

# Sigma Sigma Sigma

## Policies and Position Statements

### Harm Reduction Philosophy

Sigma Sigma Sigma Sorority is a values-based organization who strives to establish among its members a perpetual bond of friendship, to develop in them strong womanly character, and to impress upon them high standards of conduct. Sigma Sigma Sigma will provide exceptional sisterhood experiences that will empower women to change the world by establishing opportunities for personal leadership development and fostering a commitment to service. Sigma Sigma Sigma believes that risky behaviors and alcohol abuse prevents individual members from realizing their full potential as citizens and from exemplifying these characteristics of sisterhood.

As a worthy Sigma Sigma Sigma each member is expected to set an example which reflects creditably upon her college, her chapter, and her Sorority by conducting herself in all places and at all times in a manner above reproach. While the moderate and legal consumption of alcohol, in and of itself, does not constitute a problem, the illegal use and abuse of alcoholic beverages is widely recognized as major problem in our society. Sigma Sigma Sigma recognizes the different attitudes of its members toward the use of alcohol as well as the twin concepts of individual freedom and the responsibility of each individual for the welfare of others. Therefore, Sigma Sigma Sigma upholds the following philosophy toward risk reduction:

- The Sorority urges all members to practice the principles of personal dignity, self-discipline, and dedication to social standards worthy of Sigma Sigma Sigma.
- The Sorority supports and enhances the mission of the institutions where we are present through integrating an organizational framework of character education for values-based living.
- As a subset of the campus community, the Sorority collaborates with the host institution to educate and address the problem of alcohol misuse and risky behaviors.
- The Sorority works to address the negative behaviors associated with alcohol misuse and abuse, and not simply the location of those behaviors. As such, Sigma Sigma Sigma, addresses these behaviors with a comprehensive educational approach.
- Through education, training, and mature adult guidance, we provide the tools to help students make responsible choices, and to understand the consequences of their choices. The organization will hold chapters and individual chapter members accountable for the choices they make.
- The Sorority expects personal responsibility from its members and accountability through local accountability.
- The Sorority follows a consistent and progressive discipline strategy with our chapters where we systematically assess student learning and development to track change and the impacts of the strategy.
- We are concerned for the safety and well-being of our members.

# Policies

Annually members must review the policies and sign the RM1 – Policy and Procedure Acknowledgement Form. This review of these policies is conducted online and additional instructions are listed with the Risk Management Chair manual. Failure to submit by October 1 will result in individual accountability up to and including membership termination.

NOTE: Throughout this document, "members" include both initiated women and those who have been formally pledged but not yet initiated.

## FUNDAMENTAL STANDARDS

WHEREAS, since the 1956 Convention, responsible chapter leaders have endorsed for the Sorority the fundamental standards policy:

"As a worthy Sigma Sigma Sigma each member is expected to set an example which reflects creditably upon her college, her chapter, and her Sorority by conducting herself in all places and at all times in a manner above reproach."

WHEREAS, spiritual and moral values are essential to the integrity of the individual in modern society, and

WHEREAS, each member of Sigma Sigma Sigma has pledged herself to live with honor, to develop strong womanly character, and to uphold the ideals and virtues of the illustrious founders of our Order, and

WHEREAS, a lowering of standards and careless attitudes would adversely affect the preservation and advancement of Sigma Sigma Sigma as a Greek-letter society of high principles, therefore be it

RESOLVED, that Sigma Sigma Sigma looks to each member to exemplify in her personal life the heritage and ideals of the Sorority, and to maintain her self-respect and the respect of others, as a Sigma Sigma Sigma should, through intelligent and worthy conduct.

# VISITATION AND CONDUCT IN COLLEGIATE HOUSING FACILITIES

WHEREAS, the Rituals and Declaration of Principles of Sigma Sigma Sigma state that the Sorority exists to establish a perpetual bond of friendship and offers opportunity for wholesome and gracious group living, and

WHEREAS, the presence of male visitors in private areas of Sigma Sigma Sigma collegiate housing facilities, including bedrooms, bathrooms and any other areas deemed as private and not “open to the public,” tend to disrupt and interfere with the dynamics of group living amongst women in a sisterhood setting, and

WHEREAS, the presence in either public or private areas of Sigma Sigma Sigma collegiate housing facilities of any visitor(s) and members, both collegiate and alumnae and regardless of gender or sexual orientation, whose intentions and/or actions are romantic, intimate or sexual in nature, tends to disrupt and interfere with the dynamics of group living amongst women, and

WHEREAS, conduct, which is carnal or amorous in nature, in either public or private areas of Sigma Sigma Sigma collegiate housing facilities is also inappropriate and disruptive to wholesome and gracious group living; now, therefore be it

RESOLVED, that both resident and non-resident, collegiate and alumnae members are responsible for the behavior and conduct of guests, visitors and themselves, at all times, in any/all areas, public and private, of Sigma Sigma Sigma collegiate housing facilities; and

FURTHER RESOLVED, that members, guests, and visitors shall conduct themselves in a manner that will not embarrass any other member or place any other member in an awkward, uncomfortable, or offensive situation, shall behave properly, politely, civilly, and fittingly, and shall display appropriate decorum, while present at Sigma Sigma Sigma collegiate housing facilities, in order to ensure the safety, well-being and respect of the residents and of all fellow members; and

FURTHER RESOLVED, that collegiate chapters shall establish visitation hours for the public areas of Sigma Sigma Sigma housing facilities; and

FURTHER RESOLVED, that any conduct which is disruptive, impolite, improper, and/or disorderly is prohibited in all areas of Sorority housing facilities; and

FURTHER RESOLVED, that Sigma Sigma Sigma prohibits the presence of male visitors in bedrooms, bathrooms, and any other private areas of Sorority housing facilities; and

FURTHER RESOLVED, that the presence of any visitor(s) and members, both collegiate and alumnae and regardless of gender or sexual orientation, whose intentions and/or actions are romantic, intimate, or sexual in nature, in all areas of Sigma Sigma Sigma collegiate housing facilities also is prohibited.

# CONTROLLED SUBSTANCES

WHEREAS, since 1898 Sigma Sigma Sigma has based its service to members, to the colleges where chapters exist, and to society at large on Tri Sigma's Declaration of Principles, and

WHEREAS, in upholding the essence of these Principles the following statements pertain:

The term, "controlled substance," means a drug or chemical whose manufacture, sale, possession, or use has been declared illegal by federal or state law unless the drug or chemical has been dispensed under a properly-licensed physician's prescription, including but not limited to the current list of controlled substances at the DEA Office of Diversion Control;

The manufacture, sale, possession, and use of controlled substances is regulated because of the dangers of addiction, abuse, physical and mental harm (including death) and the dangers from the trafficking of such substances by illegal means and from actions of persons who have used such substances;

The manufacture, sale, possession, or use of controlled substances other than prescription drugs is illegal at any time and at any age; is highly detrimental to the group and is highly dangerous to the individual; and is disruptive to the conduct of a responsible chapter; and

Prescription drug use is only appropriate under the direct supervision of a properly-licensed physician and for treatment of a documented medical condition. Abuse or misuse of a controlled substance obtained through a physician's prescription is also highly detrimental to the group and highly dangerous to the individual and is also disruptive to the conduct of a responsible chapter, and

WHEREAS, the 2013 Convention body adopted the Alumnae Accountability process, specifying that the National Bylaws, National Policies and Position Statements apply to all members of Sigma Sigma Sigma, regardless of their status as New Member, Member, or Alumna; now, therefore be it

RESOLVED, that Sigma Sigma Sigma reaffirms its long standing policy prohibiting the manufacture, sale, possession, use of, or other involvement with any controlled substance, other than a prescription drug, by any collegiate or alumnae member and any collegiate or alumnae chapter; and

FURTHER RESOLVED, that Sigma Sigma Sigma also affirms its policy prohibiting the abuse or misuse of, or other unauthorized involvement with, any prescription drug by any collegiate or alumnae member or any collegiate or alumnae chapter; and

FURTHER RESOLVED, that adherence to this controlled substances policy shall be mandatory and is the personal responsibility of every collegiate and alumnae member and every collegiate and alumnae chapter of Sigma Sigma Sigma; and

FURTHER RESOLVED, that any collegiate or alumnae member of Sigma Sigma Sigma who is found through the collegiate or alumnae accountability processes to have violated this policy through prohibited involvement with a controlled substance will be terminated immediately from membership.

# HAZING

WHEREAS, hazing shall have no part in a membership program, because it is detrimental to Sigma Sigma Sigma Sisterhood. Hazing is defined as any action taken or situation created, knowingly, whether on or off Sorority premises, to produce mental or physical discomfort, embarrassment, harassment, ridicule, or an uncomfortable atmosphere. Such activities may include but are not limited to the following: use of alcohol; creation of excessive fatigue; physical or psychological shocks; engaging in public stunts or jokes; morally degrading or humiliating games and activities; scavenger hunts or quests which must be completed within a specific amount of time; late work sessions which interfere with regular class attendance or study time; and any other activities which are not consistent with the rules, policies and regulations of the educational institution or the ritual, policies and procedures of the National Organization, and

WHEREAS, in many states, hazing practices are against the law, and

WHEREAS, all Sigma Sigma Sigma group and individual activities should exemplify love and respect for each Sister, and

WHEREAS, hazing does not exemplify love and respect toward a New Member Sister but rather a degree of physical abuse and undignified treatment, and

WHEREAS, hazing abuse may harm a Sister physically and/or emotionally, and

WHEREAS, hazing may create an uncomfortable atmosphere in the chapter, and

WHEREAS, hazing may draw criticism from campus, community, parents, and potential members, and

WHEREAS, sisterhood "spirit" and "unification activities" should be a reflection of the group's appreciation of each member's personal worth and should contribute to an increasingly meaningful participation and to mature relationships within the chapter, and

WHEREAS, hazing may subject Sigma Sigma Sigma chapters, individual members, or both to legal liability, therefore be it

RESOLVED, that hazing shall have no part in a membership program, because it is detrimental to Sigma Sigma Sigma Sisterhood, and be it further

RESOLVED, that any woman found accountable of hazing through collegiate or alumnae accountability processes will be terminated immediately from membership.

## HOUSE DIRECTOR

RESOLVED, that Sigma Sigma Sigma affirms that a chapter with a house is best served by engaging a House Director. The individual House Corporation will be charged with determining the policy for the chapter and a live-in House Director.

## ALCOHOL

WHEREAS, Sigma Sigma Sigma recognizes the different attitudes of its members toward the use of alcohol, the multiplicity of laws regarding age and liability, and the possibility of unwarranted slander, or the creation/perpetuation of individual and chapter image unbecoming to sorority women, and

WHEREAS, Sigma Sigma Sigma also recognizes the twin concepts of individual freedom and the responsibility of each individual for the welfare of others, and

WHEREAS, Sigma Sigma Sigma urges all members to practice the principles of personal dignity, self-discipline, and dedication to social standards worthy of Sigma Sigma Sigma, therefore be it

RESOLVED, that Sigma Sigma Sigma reaffirms its long-standing policy prohibiting the storage, use, or serving of alcohol in a sorority housing facility; and be it further

RESOLVED, that the use or serving of alcohol is prohibited at any function or event initiated by, held under the auspices of, and/or financed in whole or in part by Sigma Sigma Sigma except at closed social events (as defined from time to time in the procedure manual of Sigma Sigma Sigma) held other than at the sorority housing facility, and that otherwise comply with the Sigma Sigma Sigma Procedures for Events Where Alcohol Is Served (as modified from time to time by Executive Council); and be it further

RESOLVED, that adherence to this alcohol policy, as interpreted in the procedure manual, shall be mandatory and is the personal responsibility of every alumnae and collegiate member and alumnae and collegiate chapters of Sigma Sigma Sigma; and be it further

RESOLVED, that alcohol cannot at any time be purchased using chapter funds and shall never be given as a gift to any member or new member as part of a chapter activity; and be it further

RESOLVED, that, in addition to the restrictions imposed by the preceding paragraphs, no member of Sigma Sigma Sigma shall purchase, possess, consume, or distribute alcohol in a manner that would cause her or anyone else to violate applicable federal, state or local drinking laws or university policies; and be it further

RESOLVED, that, any chapter or individual collegiate or alumnae member of Sigma Sigma Sigma violating this policy is subject to disciplinary action.



# SEXUAL HARASSMENT AND HUMAN DIGNITY

WHEREAS, Sigma Sigma Sigma supports the statement on human dignity and sexual harassment endorsed by the NPC member groups:

"that college women should have a positive influence in the direction and achievements of the university community and activities should promote self-worth, human dignity, and a positive Greek image,

that the dignity of the individual is a basic element of a civilized society,

that individual self-worth is a necessary factor in establishing healthy relationships between the sexes, and

that sexual harassment of women to any degree is a detriment to building self-worth, that all activities, including competitive games, which are destructive, demeaning, or abusive, promote a negative image of the Greek community."

WHEREAS, engaging in such activities which are demeaning to the individual and do not reflect a positive image of our Sorority are not in conformance with the high standards and ideals maintained by Sigma Sigma Sigma, therefore be it

RESOLVED, that Sigma Sigma Sigma does not endorse or support activities that are demeaning to either sex in nature, cause disharmony among NPC or any groups, do not respect the dignity of the individual and are counter-productive in purpose; and be it further

RESOLVED, that Sigma Sigma Sigma reaffirms its long-standing position prohibiting sexual harassment by any member and any chapter; and be it further

RESOLVED, that adherence to this sexual harassment and human dignity position statement shall be mandatory and is the personal responsibility of every member and chapter of Sigma Sigma Sigma; and be it further

RESOLVED, that any chapter or member of Sigma Sigma Sigma violating this position statement is subject to disciplinary action.

# MEDIA AND PUBLIC RELATIONS POLICY

WHEREAS, Sigma Sigma Sigma Sorority has received numerous requests from media sources to film various aspects of sorority life at our chapters; and

WHEREAS, the media has shown a propensity when covering the actions of Greek-letter organizations to exploit the circumstances to show Greek-letter organizations in a negative manner; and

WHEREAS, this perpetuates the negative stereotypes that exist regarding membership in Greek-letter organizations; now, therefore, be it

RESOLVED, that no new or initiated member of any chapter of Sigma Sigma Sigma Sorority shall authorize the use of any photograph, picture, or other likeness for commercial purposes if such likeness identifies her as a member of Sigma Sigma Sigma Sorority unless prior approval is granted from the Executive Council; and

FURTHER RESOLVED, that no new or initiated member of any chapter of Sigma Sigma Sigma Sorority shall participate in any reality television show, radio, television and internet appearances, or any other form of media activity, whether or not her participation is for personal gain, in which she is to be identified as a member of Sigma Sigma Sigma Sorority unless prior approval is granted from the Executive Council. This includes any radio and television appearances; interviews with the press; and any media releases, except those of a philanthropic nature or reporting chapter or individual honors.



# ELECTRONIC AND SOCIAL MEDIA POLICY

WHEREAS, Sigma Sigma Sigma works to both advance and protect the Sorority's brand as a part of our larger marketing and communications activities; and

WHEREAS, Sigma Sigma Sigma Sorority, its collegiate and alumnae chapters, its individual members, volunteers and employees actively engage in electronic and social media-based forms of communication; and

WHEREAS, electronic and social media-based communications have the ability to be rapidly and widely spread across multiple networks; and

WHEREAS, the electronic or social media communications of an individual member, employee or affiliate of Sigma Sigma Sigma can be misconstrued as the policy, position or belief of the National organization; and

WHEREAS, Sigma Sigma Sigma recognizes third parties' need to protect their brand and proprietary information; now, therefore, be it

RESOLVED, when acting on behalf of the Sorority, new or initiated members, alumnae, volunteers or employees must not use electronic communications and/or social media to post, transmit, store, retrieve, display, distribute, share or download content that is defamatory, violent or sexually explicit material; or discriminatory language; and/or threats of violence; personal attacks based upon race, religion, color, sex, sexual orientation, gender, gender identity, age, national origin, ancestry, citizenship, disability status; or promotion of illegal activities.

FURTHER RESOLVED, when acting on behalf of the Sorority, new or initiated members, alumnae, volunteers or employees must verify that the content they post does not contain proprietary third party material without proper authorization or compliance with copyright, trademark or other applicable laws.

FURTHER RESOLVED, when not acting on behalf of the Sorority, new or initiated members, alumnae, volunteers or employees must never disclose confidential proprietary information learned in the course of their employment or involvement as a member or volunteer.

FURTHER RESOLVED, when not acting on behalf of the Sorority, new or initiated members, alumnae, volunteers or employees must not present views or personal thoughts, in written, image, graphic, video or photo form, on any electronic or social media outlet in a manner that could be construed to represent Sigma Sigma Sigma, Inc.

## **BIG BROTHER ORGANIZATIONS**

WHEREAS, Sigma Sigma Sigma is a fraternal organization for women, and

WHEREAS, the activities of the Sorority are directed to the interests and needs of women, and

WHEREAS, Sigma Sigma Sigma chapters are not prepared or authorized to assume the responsibility legally or informally for the establishment by name or intent of men's auxiliary organizations, therefore be it

RESOLVED, that men's auxiliary organizations are inappropriate to the mission and purpose of Sigma Sigma Sigma, therefore, Sigma Sigma Sigma chapters shall not establish or affiliate with men's auxiliary organizations.

## **BEER COMPANY SPONSORSHIP**

WHEREAS, beer company sponsorship of activities is in conflict with our National Policy regarding alcohol, and

WHEREAS, participation and support of such activities would appear to be an endorsement of the product and reflect unfavorably on the image and reputation of Sigma Sigma Sigma and the high standards maintained by its membership, therefore be it

RESOLVED, that Sigma Sigma Sigma does not endorse beer company sponsorship of activities and does not support member or chapter participation in such activities.

## **NON-DISCRIMINATION**

WHEREAS, Sigma Sigma Sigma is a private membership organization for women, and

WHEREAS, members are selected from a series of meetings, social gatherings and interviews by members of the Sorority, in accordance with the rules and regulations of the local college panhellenic, and

WHEREAS, candidates for collegiate membership in the Sorority shall be matriculated in an institution where a chapter is located and shall be selected based upon their meeting the eligibility requirements prescribed in the Sorority's Bylaws and the standards set out in the Sorority's Principles of National Membership Selection, therefore be it

RESOLVED, Membership in each chapter shall be determined by performance, educational achievement and criteria related to the goals and purposes of the Sorority. Judgments shall not be made based upon other factors such as individual race, color, sexual orientation, religion, national origin, age or disability.

# POSITION STATEMENTS

## WOMEN'S AUXILIARY ORGANIZATIONS TO MEN'S FRATERNITIES

WHEREAS, The National Panhellenic Conference has adopted several Resolutions regarding Little Sister Organizations of men's fraternities which discourage such women's auxiliary groups and express concern and disfavor upon auxiliary groups because the activities of such groups are in conflict with NPC policies, and

WHEREAS, The Fraternity Executives Association has adopted a Resolution stating the women's auxiliary organizations are not desirable adjuncts to the collegiate chapters of men's fraternities, and

WHEREAS, The National Interfraternity Conference has requested that all women's auxiliary organizations be discontinued; and

WHEREAS, Sigma Sigma Sigma endorses these resolutions; and

WHEREAS, Sigma Sigma Sigma intends the term, "women's auxiliary organizations" to encompass both official and unofficial Little Sister organizations and all similar types of arrangements; therefore be it

RESOLVED, that Sigma Sigma Sigma does not endorse any women's auxiliary organizations to men's fraternities and encourages its members to support and be dedicated to their sorority membership.

## INCLUSIVITY

WHEREAS, Sigma Sigma Sigma has always been a leader in the fraternal community in demonstrating a commitment to diversity, inclusivity and human dignity in making membership determinations, and

WHEREAS, Prejudice and discrimination do not contribute to creating a perpetual bond of friendship, developing strong womanly character or promoting high standards of conduct; therefore, be it

RESOLVED, Sigma Sigma Sigma has adopted this position statement to provide clarification regarding gender, gender identity, and gender expression of the Sorority's members, whether collegiate or alumnae; and further

RESOLVED, a potential new member who self-identifies as a woman shall be treated as a woman regardless of any other circumstances.