

Zeta Beta Tau

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau

ZETA BETA TAU FRATERNITY SEXUAL ASSAULT EDUCATION, PREVENTION, AND RESPONSE POLICY

I. Policy Statement

A. As stated in the Fraternity Code:

1. The Fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its Brothers, whether physical, mental or emotional.
2. Brothers abide by the law. Each Brother must abide by all applicable federal, state, and local laws and regulations.
3. Brothers do not discriminate against, abuse, or mistreat any person on the basis of sexual identity, race, religion, national origin, or sexual orientation. Brothers respect the dignity of all people.
4. Brothers do not physically, mentally, psychologically or sexually abuse or haze any human being.
5. Brothers do not put other Brothers or other people in harm's way.

B. To support these fundamental tenets of the Fraternity and to make Fraternity spaces the safest spaces on university and college campuses, the Fraternity hereby enacts this Sexual Assault Education, Prevention, and Response Policy (the "***Sexual Assault Prevention Policy***").

II. Definitions

- A. "***Disclosing Party***" means any person making a Disclosure involving the person making the Disclosure.
- B. "***Disclosure***" means a disclosure or allegation of an instance of Sexual Assault involving a Brother.
- C. "***Respondent***" means a Brother who is the subject of a Disclosure.
- D. "***Sexual Assault***" means any sexual contact that occurs without the explicit consent of both parties and any conduct characterized as sexual assault by applicable state or federal law.
- E. "***Sexual Assault Prevention Policy***" has the meaning attributed to it in Section I.B.
- F. Capitalized terms not otherwise defined herein have the meanings attributed to them in the Fraternity Constitution or Code.

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III. Chapter Education, Prevention, and Allied Support

- A. Each academic year, each Chapter must designate a member of its executive board as the Chapter's "Sexual Assault Prevention Coordinator." Each Chapter's Sexual Assault Prevention Coordinator must be trained:
 - 1. To identify the correct local referrals for sexual violence issues including, without limitation, the university or college confidential sexual assault advocate, respondent services coordinator or therapists, and Fraternity staff designated to support the Fraternity's sexual assault effort;
 - 2. Trauma-informed practices for responding to a Disclosure;
 - 3. Jewish values that support and inform the Sexual Assault Prevention Policy; and
 - 4. To train Chapter brothers on the Sexual Assault Prevention Policy
- B. Each academic year, each Chapter must participate in the Safe Smart Dating program or another sexual assault prevention program pre-approved by Fraternity staff.
- C. Each Chapter should offer Chapter spaces for events that support or raise funds for survivors of sexual violence.
- D. Each Chapter should regularly devote time during Chapter meetings to addressing the prevention of sexual violence. Such time may involve outside speakers, study of texts or media concerning the topic, or an open Chapter discussion of related issues.
- E. Each Chapter should post in bathroom stalls the contact information for its university or college confidential sexual assault advocate or local sexual assault hotline.

IV. Chapter Response to a Disclosure

- A. Any Brother receiving a Disclosure must act in conformity with his training in trauma-informed practices in responding to the Disclosing Party. Among other things, the Brother must:
 - 1. Listen to the Disclosing Party, without judgment;
 - 2. Offer the Disclosing Party a referral to a confidential sexual assault advocate; and
 - 3. Promptly notify the Chapter's executive board and the member of the Fraternity staff designated to receive notification of Disclosures.

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- B. Promptly upon being notified of a Disclosure, the Chapter's executive board must:
1. Contact the confidential sexual assault advocate for the Chapter's university or college to communicate the Chapter's openness to trying to meet the Disclosing Party's requests for safety or accountability and, as appropriate, to seek consultation;
 2. Meet with the Respondent to:
 - a. Acknowledge that a Disclosure has been made which requires the application of the Sexual Abuse Prevention Policy;
 - b. Communicate that the Chapter will not be investigating the Disclosure but may respond to the findings or any Title IX or criminal investigation of the Disclosure;
 - c. Provide the Respondent with a referral to the Chapter's university or college respondent services coordinator or a therapist that specialized in working with persons accused of sexual misconduct;
 - d. Set the expectation that, whether or not the Disclosure is well-founded, the Respondent will take the opportunity to reflect on and improve his behavior, grow in the values of the Fraternity, and avoid a similar situation in the future;
 - e. Require that the Respondent have no contact with any Disclosing Party unless and until permitted by the Fraternity or the Chapter;
 - f. Communicate that neither the Fraternity nor the Chapter will tolerate any retaliation against any Disclosing Party and that the Respondent's conduct in response to the Disclosure will be considered when deciding if or how the Respondent should be disciplined by the Fraternity or Chapter; and
 3. Upon being notified of a Disclosure, the Chapter must:
 - a. Implement any reasonable request made by the Disclosing party related to safety or accountability.
 - b. Not conduct any investigation of the Disclosure;
 - c. Not seek to require that the Disclosing Party report the incident to law enforcement or any other authority;
 - d. Not initiate any procedure to hold the Respondent accountable without the consent of the Disclosing Party;
 - e. Not make any public statement that identifies the Disclosing Party.

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- C. Upon receiving a Disclosure, the Chapter must implement appropriate accountability measures for the Respondent and Chapter, after consultation with Fraternity staff. Any Disclosure that results in criminal charges or university or college discipline of the Respondent must be communicated to the Chapter during the next SBRV vote on the Respondent, which vote must occur no later than the end of the semester in which the criminal charges or university or college discipline pertaining to the Disclosure occurred.
- V. Fraternity Actions to Implement and Support this Policy
 - A. Following adoption of this policy on sexual assault prevention, staff will work with chapters to comply to policy.
 - B. The Supreme Council must appoint a Supreme Councilor to incorporate appropriate aspects of the Sexual Abuse Prevention Policy into the Fraternity Code and present an appropriately revised version of the Code for consideration at a future meeting of the Supreme Council.
 - C. The authority to interpret the Sexual Assault Prevention Policy rests exclusively with the Supreme Council.
 - D. The Sexual Assault Prevention Policy may be amended from time-to-time by a majority vote of the Supreme Council.