

# CalGreeks and Safety

August 2017

## Summary

UC Berkeley is committed to the safety of all students. Our campus actively encourages, supports, and offers leadership training for students within student organizations, including fraternities and sororities. Our approach to infusing safety into the CalGreeks culture is to intensify our leadership development approach, to integrate safety into our leadership trainings, and to support student leaders in proactively promoting safety within their organizations. Initiatives build on the core competencies of supporting student-centered learning and cultivating leadership skills and this work is ongoing.

## Background

Since the first fraternity and sorority were established at Berkeley in 1870 and 1880, respectively, these organizations have provided an opportunity for students to be leaders. Today, as part of leadership development, specially trained staff provide advising, training, and support to enhance ongoing services and create new initiatives designed to infuse safety into the CalGreeks culture. The work is being done in close collaboration with the CalGreeks Community, to best ensure increased awareness of safety and safety practices.

A multipronged approach has been taken to embed safety into CalGreeks culture. This includes education and training; safety-focused projects, supported by University and CalGreek funding sources; information-sharing and coordination between departments and organizations; and student-initiated policies and leadership with a focus on safety.

## Information Sharing and Coordination

UC Berkeley provides direct services to the CalGreeks Community and coordinates between multiple departments to support safety. CalGreeks leaders, Student Affairs professionals, and UC Berkeley departments responsible for safety meet on a regular basis to share information and provide educational support to CalGreeks leadership.

**Coordination:** Monthly meetings between the Leadership, Advising, and Development (LEAD) Center (the office supporting student leadership, including the CalGreeks community), UC Berkeley Police Department, Berkeley Police Department, and Berkeley Fire Department enable the groups to share information and coordinate services. For example, police can be notified of specific events where people will be

walking at night, so that extra patrols can be provided. In addition, the Interfraternity Council works with the ASUC Student Government on safety issues. The four CalGreeks Councils, which comprise all recognized fraternity and sorority chapters, meet regularly with LEAD Center staff. During these meetings, staff provide advice and guidance on a range of subjects, including sexual assault, alcohol abuse, and hazing. Staff also respond to ad hoc requests for support from individuals and groups, and provide crisis and emergency management and resources. This consistent collaboration has resulted in real policy change within the fraternity and sorority community, including: policies on alcohol abuse at parties, required sexual assault training, and appointment of a Vice President for Health and Safety (Interfraternity Council) and a Vice President of Risk Management (Panhellenic Council), which will be discussed in more detail below.

**Crime Alerts:** Crime alerts disseminated to chapter members are used as an opportunity to reinforce policies and messages about preventing and responding to criminal activities such as underage drinking, alcohol poisoning, hazing, and sexual assault, as well as the new Yes Means Yes law.

## Education

Ongoing education is a centerpiece of the efforts to create a cultural shift in terms of sexual assault and alcohol safety within the Greek community. These include training and information for leaders, mandatory education for members, and special educational programs and events.

### Education and Information for CalGreeks Leaders

**Train-the-Trainer/Leader Events:** Train-the-trainer events take place each semester. These include: Social Risk Management training for all chapter presidents, social chairs, and risk managers. Topics covered include sexual assault prevention, alcohol consumption and risk, BYOB and event policies, event themes/cultural appropriation. The New Member Academy trains new members on issues such as consent, rape culture, victim blaming, and resources. Leadership development trainings are embedded with safety information. For example, a standard training on risk management integrates information on safety issues, such as sexual assault, alcohol abuse, and hazing.

CalGreeks leaders and members are also provided with information about additional resources available through the campus and community by the LEAD Center. Examples include the Tang University Health Services, PATH to Care Center, the UC Berkeley and Berkeley Police Departments, and the Berkeley Fire Department.

### Mandatory Education Requirements

**Mandatory Sexual Assault Prevention Training:** The Interfraternity and Panhellenic Councils voted to require sexual assault prevention training for all members each

semester. The LEAD Center is working closely with these organizations and the PATH to Care office to build curriculum and ensure these educational sessions take place and are effective. In addition, GASA, Greek Against Sexual Assault — a student organization — has taken a lead role in educating the community.

These CalGreeks-specific programs supplement the Berkeley-wide programs that are required of all students, including members of sororities and fraternities. Effective fall 2015, all Berkeley students must take an online training on sexual assault and harassment prevention, an additional online training on alcohol safety, and an in-person presentation with an interactive component on sexual assault and harassment, mental health, and alcohol abuse. Students who do not complete these required trainings by the deadlines face registration blocks and will not be able to register for classes for spring semester.

## Educational Events

UC Berkeley offers services, trainings, and programs to all students, in which CalGreeks members participate. An example is Bears That Care, a bystander intervention education program. In addition, CalGreeks have initiated educational forums and have joined in annual awareness events. These educational programs and events leverage the student-as-leader/student self-educator approach, to embed safety into the CalGreeks culture. Examples of educational events include a forum on healthy relationships week, sexual assault awareness month, and hazing prevention week.

***Healthy Relationships and Mental Wellness Week:*** In February, prior to Valentine's Day, the LEAD Center and CalGreeks community partner to promote healthy relationships. This week-long event features programs on health and wellness, including a workshop on consensual relationships and healthy relationships.

***Sexual Assault Awareness Month:*** During April, the CalGreeks community, and campus and community partners, join Greek communities across the country to bring awareness, provide support, and reduce sexual violence. In April 2016, programming included a survivor's symposium, an open mic session on "breaking the silence," and many events relating to sexual assault prevention, creating a stronger culture of consent, and how to best support survivors.

***Hazing prevention week:*** In September, the CalGreeks community and the LEAD Center partner with various campus departments to organize anti-hazing events and activities.

## Funding for Safety-Related Projects

UC Berkeley and the CalGreeks community have made funding available for special projects that enhance safety on campus.

***Chancellor's Community Partnership Fund:*** This fund brings the safety program

*Every Bear Goes Home* to the CalGreeks community. Developed and run through the Berkeley Fire Department, the goal is to reduce the loss of life and injury by promoting safe party practices in the UC Berkeley community.

**CalGreeks Community Partnership Fund:** This new fund was developed to support student-initiated projects that focus on: safety/well-being, including responsible alcohol use, mental wellness, sexual assault, and hazing; appreciation of community and individual difference; and policies and practices to support equitable environments. Examples of funded projects include LGBT awareness.

## Policies and Leadership

As part of the effort to embed safety into the culture, CalGreeks have established policies and created leadership roles with a focus on health, safety, and well-being.

**Alcohol Policies and Practices:**

CalGreeks student leadership is actively working to create a culture of responsibility around alcohol. The IFC voted to impose escalating financial penalties on their members that break alcohol rules. In addition, the IFC created an IFC-wide Standards/Judicial Committee, which is comprised of elected students charged with ensuring individual and organizational compliance with council regulations. The IFC also helps the CalGreeks Alcohol Taskforce to provide snacks and water for all registered fraternity events. And the PHC has also implemented new policies around attending social events.

**Leadership Messages:** University and CalGreeks leaders have sent formal messages to CalGreeks members, alumni, and headquarters staff, unequivocally condemning sexual violence, supporting a culture of safety and accountability, and publicizing policies about sexual assault.

**Executive Officers to Promote Safety:** The Interfraternity and Panhellenic Councils filled roles for a VP for Health and Safety and a VP of Risk Management.. The Councils also will work with the VP of Community Development to address issues around diversity and inclusion. The LEAD Center will continue to provide advice, counsel, and leadership development to these student leaders.