

## *Contiguous U.S. Event Policy*

Whereas, the National Fraternity of Phi Mu Delta, as well as each undergraduate member is provided general liability insurance and protection for acts that occur under the auspices of and within the guidelines and expectations of the fraternity, and

Whereas, this coverage does not extend to fraternity events occurring outside of the contiguous United States, and any event occurring outside of the contiguous United States is done so at great risk to the fraternity and its members, and

Whereas, some chapters may either consider hosting or host events that occur outside of the contiguous United States for the purposes of avoiding fraternity policies and applicable federal, state, and local statutes, and

Whereas, these actions are not congruent with the mission, values, and expectations of Phi Mu Delta, Therefore, Let It Be Resolved that no chapter of Phi Mu Delta, nor may any member, contract to host or sponsor an event in the name of Phi Mu Delta outside of the contiguous United States.

## *Sexual Harassment Policy*

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Therefore, let it be resolved that the Sexual Harassment Policy of the National Fraternity of Phi Mu Delta read as follows:

Phi Mu Delta Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are demeaning to women or men. The fraternity will not tolerate sexual assault in any form.

Furthermore, let it Be Resolved that Phi Mu Delta chapters, colonies, and membership will not sponsor or participate in any activity, including competitive games and other endeavors, which are abusive and degrading to human beings. Each chapter will educate its membership on the issues of sexual harassment/assault through Phi Mu Delta's Risk Management Program and The Oracle New Member Education Program.

## *Exotic Dancer/Treatment of Women Policy*

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons,

Therefore, let it be resolved that no chapter or member acting on behalf of Phi Mu Delta fraternity shall engage or participate in acts or performances that are degrading to any person.

Furthermore, be it resolved that no fraternity event or function should involve exotic dancers.

## *Auxiliary Groups/Little Sisters Policy*

Whereas, the North-American Interfraternity Conference has taken a position against auxiliary women's organizations, commonly referred to as "little sisters", as a practice that is inconsistent with the concept of separate and equal women's fraternities, and

Whereas, the Fraternity Executives Association has taken a position against auxiliary women's organizations, and Whereas, "little sister" groups pose a real and tangible threat to Phi Mu Delta's protected status as a single sex organization, and

Whereas, "little sister" groups are not desirable adjuncts to a chapter of Phi Mu Delta,

Therefore, Be It Resolved that the National Fraternity of Phi Mu Delta reaffirms its position on not supporting "little sister" organizations as part of the fraternal experience and its commitment to ensuring that each chapter of Phi Mu Delta act in accordance with the spirit of this resolution.

## *Thematic Events Policy*

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons,

Therefore, Be It Resolved that no event or function sponsored by any chapter or any member on behalf of the fraternity have an event theme that is degrading or derogatory to any person, persons, race, ethnicity, creed, gender, or any other group or collection of individuals.

## *Position Statement on Transgendered Membership*

Whereas, Phi Mu Delta Fraternity was founded as an inclusive and non-discriminatory organization in 1918, opening its membership to all men seeking to live our values; and,

Whereas, Phi Mu Delta seeks to create leaders who are able to be successful in a global and diverse society; and,

Whereas, Fraternities and sororities have the right under the United States Constitution and civil rights laws to exist as single-gender organizations and to maintain that status, especially under the First and Fourteenth Amendments. Further, Title IX of the Educational Amendment of 1972 provides that sexual discrimination shall not apply to membership practices of a social fraternity or social sorority that is exempt from taxation under section 501 of the IRS Code of 1954, the active membership of which consists primarily of students in attendance at an institution of higher education; and,

Therefore, be it resolved by the National Council on November 5, 2011, Phi Mu Delta remains true to our history of inclusion by allowing chapters to offer membership to those individuals who are legally recognized as male by state or federal standards and regulations.



# National Programs

## *National Conclave*

National Conclave is the supreme legislative body of the Fraternity. It is a biennial event occurring on the even-numbered years. At Conclave, members elect national officers, determine National Constitution and By-Law changes, and make recommendations on the policies and operation of the Fraternity.



Anyone from a chapter/colony is welcome to attend, the National Constitution states that each chapter/colony is required to send three undergraduate delegates to Conclave –two heads (usually the president and highest-ranking officer attending) and one alternate delegate. The two head delegates

serve as the chapter's undergraduate votes, and if a head delegate is not on the floor, the alternate serves as the vote.

## *Sapphire Leadership Institute*



The Sapphire Leadership Institute is held biannually to assist all undergraduate members who are interested in learning more about leadership. This program allows participants to practice their own leadership skills in preparation for their growing role as chapter leaders. Each chapter and colony is expected to send four members this a four-day residential experience.

### **Learning Outcomes:**

- Understand leadership types and styles
- Develop and improve leadership skills
- Gain a perspective for the future and that of the organization
- Identify that a member can lead the chapter with or without a position or title
- Develop friendships with other brothers that can also serve as future resources and connections
- Create a relationship with a mentor that assists participants through challenge and learning during and after the program.