

# **University of North Texas Health Science Center**

## **Registered Student Organization Risk Management Policy**

All events sponsored by your Registered Student Organization or any event the student organization is associated with, including off-campus events, must be in compliance as stated below.

The Risk Management Policy recognizes all federal, state, and local laws, as well as the UNTHSC Student Code of Conduct and Discipline, and the constitution, bylaws, and procedures of the organization, does hereby set forth the following policies concerning risk management. The Risk Management Policy includes provisions, which shall follow and apply to all organization entities, organization functions, and all levels of organization membership and shall be in keeping with the mission of the organization. It is the duty of each member to execute good judgment consistent with the mission of the organization and the institution.

### **ALCOHOL AND DRUGS STATEMENT**

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No member of the student organization shall take part in acts that are illegal and/or abusive as it relates to alcohol and drugs and/or activities that violate the rules of UNTHSC. If any member is found participating in such acts, we the members, reserve the right to take all necessary actions to correct this behavior for the betterment of the organization.

The possession, use and/or consumption of alcoholic beverages, during any organization, event that an observer would associate with the university, or in any situation sponsored or endorsed by the organization, must be in compliance with any and all applicable laws, policies, and regulations of the state, county, city, and UNTHSC. The unlawful possession, sale and/or use of any illegal drugs or controlled substances at any organization sponsored event, or at any event that an observer would associate with the organization, is strictly prohibited. The organization shall not use or condone the use of alcoholic beverages/ illegal drugs as a part of their membership intake, recruitment, or educational programs. The organization shall not use organizational funds for the purchase of alcohol, allow the sponsorship of open parties, or permit “drinking games” at organization-sponsored activities.

### **HAZING STATEMENT**

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By definition, “hazing” is any intentional, knowing, or reckless act, occurring on or off campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization” whose members are or include UNTHSC students.

Examples of hazing include, but are not limited to:

- Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing a harmful substance on the body, or similar activity.
- Any type of physical activity that subjects a student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of a student, such as sleep deprivation, exposure to the elements, confinement in a small space or calisthenics or other similar activity.
- Any activity involving consumption of alcoholic beverages, liquor, drugs, food, liquid, or any other substance that exposes a student to unreasonable risk of harm or that adversely affects the mental or physical health or safety of a student.
- Any activity involving coercion to consume a drug; or an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated.
- Any activity that induces, causes, or requires a student to perform a duty or task that requires commission of an illegal act.

Hazing occurs regardless of whether the act is committed on or off the university campus and regardless of whether the student victim may have consented to or acquiesced in the activity. A person engages in hazing not only by directly engaging in hazing activity, but also by soliciting, directing, encouraging, directing, aiding, or attempting to aid another in hazing; or by recklessly allowing hazing to occur; or by knowingly failing to report firsthand knowledge that a specific hazing incident is planned or has occurred; **any person reporting a specific hazing incident involving a student to the Office of Student Affairs or other appropriate university official is immune from civil or criminal liability that might otherwise be incurred as a result of the report if the person: (1) reports the incident before being contacted by the institution concerning the incident or otherwise being included in the institution's investigation of the incident; and (2) as determined by the Student Conduct Officer or other appropriate official of the institution designated by the institution, cooperates in good faith throughout any institutional process regarding the incident.**

**A person is not immune from civil or criminal liability (b) if the person: (1) reports the person's own act of hazing; or (2) reports an incident of hazing in bad faith or with malice.**

### **SEXUAL ABUSE, ASSAULT, HARASSMENT, DISCRIMINATION AND/OR MISCONDUCT STATEMENT**

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The act of sexual harassment/abuse or discrimination, in any form, is strictly prohibited by members of the student organization. No member shall take part in activities deemed sexual harassment and/or abuse discrimination, and if any member is found participating in such acts, we the members, reserve the right to take all necessary actions to correct this behavior for the betterment of the organization.

The organization will not tolerate or condone any form of abusive or discriminatory behavior on the part of its members, whether physical, mental, or emotional in respect to sex, race, ethnicity, physical or emotional handicap, age, marital status, or sexual orientation. This includes any actions not limited to sexual assault, verbal harassment, or language deemed demeaning to all.

### **INDIVIDUALS WITH DISABILITIES**

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All members and organization events strive to comply with all policies set forth through Section 504 of the Rehabilitation Act of 1973 and the 1991 Americans with Disabilities Act (ADA).

*These federal anti-discrimination statutes designed to remove barriers which prevent qualified individuals with disabilities from enjoying the same employment and educational opportunities that are available to persons without disabilities. Both regulations require educational institutions to consider whether reasonable accommodation could remove barriers.*

### **FIRE, HEALTH, & SAFETY STATEMENT**

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Regardless of who owns the premises on which your organization sponsors an event or activity, your organization may be held liable if you are shown to be negligent in the planning. This includes choosing a location for your event that will accommodate the number of expected participants, safety inspection of the facility by the officers, prior to the event, to investigate potential hazard, and an emergency plan for every event; emergency numbers for fire, police and ambulance should be available.

Student organizations must follow all federal, state, and local laws in regards to the possession and use of firearms. Student Organizations must adhere to all university policies on the possession and use of firearms and other weapons. Any case in which these laws or policies are not followed are subject to the disciplinary process as outlined by the Student Code of Conduct and Discipline as well as legal action.

## STUDENT TRAVEL & TRANSPORTATION STATEMENT

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Members of the student organization shall strictly obey all applicable motor vehicle laws and rules of UNTHSC as it relates to transportation. Operators will ensure that vehicles are not overloaded and are driven in a safe manner. Rental vehicles shall be operated in accordance with rental contracts.

The organization will adhere to the UNTHSC Student Travel Policy for all organizational travel. All travel will be approved by the appropriate university official before the date of the event or activity. Any violation of university policies or safe travel rules approved by the university will be subject to disciplinary action.

*To the fullest extent permitted by law, the organization and its members hold harmless the University of North Texas Health Science Center, its elected and appointed officials, employees and volunteers and others working on behalf of UNTHSC against any and all claims, demands, suits or loss, including all costs connected therewith, and for any damages which may be asserted, claimed or recovered against or from UNTHSC, its elected and appointed officials, employees, volunteers or others working on behalf of the UNTHSC, by reason of personal injury, including bodily injury or death and/or property damage, including loss of use thereof, which arises out of or is in any way connected or associated with this contract.*

## CONDUCT AT PARTIES AND OTHER EVENTS

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Students participating in parties or events sponsored by a student organization must follow the policies outlined in the Student Code of Conduct and Discipline or be subject to the penalties outlined therein. Students participating in parties or events sponsored by a student organization must follow all state, local, and federal laws.

## CONTRACTUAL AGREEMENTS

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Members of the student organization understand that **all contracts, without exception, must be reviewed by the Office of Student Development, the Legal Department, and the Purchasing Department.** Students are not permitted to sign any documents that state "Terms & Conditions" on behalf of the institution. All contracts, third-party waivers, transfer of liability, and hold-harmless agreements will be brought to the attention of and handled by university officials.

## ADVISOR ROLE

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Faculty and staff advisors who have been appointed as such are provided liability protection for their actions when acting in the scope of their employment or agency and take responsibility for questioning activities of a student organization and voice disagreement if they see a problem with a proposed event. The advisor shall serve as primary point of contact for students when they have questions about the club or University policies.

## EDUCATION STATEMENT

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Risk Management Policy will be assessed within the organization annually, in accordance with HB 2639/SB 1138. (Texas Education Code Section 51.936). A written plan for review of the policy must be conducted annually, including periodic review of policy content, relevant procedures, and appropriate changes. The Risk Management Policy must be updated and filed in the Office of Student Development annually.