Registered Student Organization

Risk Management Training
Why you’re here!

Texas Education Code Section 51.9361

• Passed in 2007 to provide student organization officers and Advisors with training on Risk Management
• Institutions are required to cover 8 topics
• Advisors must attend Risk Management Training once
• Officers must attend annually
• Officers and Advisors MUST provide training content to full membership
State Mandated Topics

• Alcoholic beverages and illegal drugs
• Hazing
• Sexual abuse and harassment
• Behavior at parties and events
• Fire and safety issues
• Travel
• Adoptions of a risk management policy
• Issues regarding persons with disabilities
Topic 1: Alcoholic Beverages & Illegal Drugs
Alcoholic Beverages

In the State of Texas, you must be 21 or over to purchase, possess, and consume alcohol.

Angelo State University’s policies on alcoholic beverages and underage drinking were formulated in accordance to the laws set out by the State of Texas and Texas Tech University System.
Violating Policies

Students and their organizations are subject to criminal or civil proceeding AND university proceedings through the Student Conduct Office.

• University Sanctions include:
  • Probation & an Alcohol Education Program
  • Suspension
  • Expulsion

IMPORTANT TO KNOW!
• University proceedings take place whether you violate the law on or off-campus!
Repercussions for Minors

• Purchase of Alcohol
• Possession/Consumption of Alcohol
• Attempt to Purchase Alcohol
• Driving Under the Influence

Class C Misdemeanor(s)

• ≤ $500 fine
• 8-12 hours of community service
• 30 day driver’s license suspension
• Alcohol awareness education course
Consequences for Legal Aged Adults

Purchase/Furnishing Alcohol to a Minor
Making alcohol available to a minor is considered criminal negligence

Class A Misdemeanor(s)
• Fine not to exceed $4,000
• One year in Jail
• Both fine and jail time
Angelo State University Policy prohibits the unlawful use, possession, or distribution of alcohol and illegal drugs on ALL university property.
Angelo State Policies

In Accordance with Texas Tech University Systems:

• Angelo State University shall not serve, sell, or permit the sale or service of alcohol on campus.
  • Classrooms
  • Labs
  • Offices
  • Lounges
  • Athletic Facilities
  • Dining facilities
  • Meeting and party facilities
  • The Houston Harte University Center
  • ASU Lake House
Exceptions...
Although university policy restricts the possession and consumption of alcohol in residence halls, drinking is permitted at Vendervender apartment if:

- **ALL** occupants and guest are $\geq 21$
- Allowed number of guest do not violate Housing policies
- Quantity of alcohol present is within Housing guidelines
- Associated behaviors are not disruptive or destructive

Consumption and possession of alcohol in ALL other resident halls is prohibited regardless of resident’s age.
Angelo State Policies

Angelo State OP 74.06:

“Possession or consumption of alcohol at specific university facilities may be permitted or restricted at the discretion of the president.”

Events such as:

• Blue and Gold Auction
• Alumni and Donor Relations
Angelo State Policies

Angelo State OP 74.06:
University recognized and/or funded student organizations may not sponsor events and/or activities, open to the general public, where alcoholic beverages are served and/or consumed without the written approval form the Angelo State President.

“Request to Serve Alcoholic Beverages” form—This form must be returned fifteen (15) business days prior to the event and requires the approval signature of several university administrators including the president.
Illegal Drug Use

It is illegal to use, manufacture, own, sell, and/or distribute substances outlined by the Texas Health and Safety code. (Chapters 481, 484, and 485)

Violations will result in felony charges punishable by imprisonment from 180 days up to 99 years and hefty fines.
Did you know...

You live in the state of Texas and Marijuana is illegal here
Topic 2: Hazing
What is Hazing?

Intentional, knowing, or reckless act directed against a student by one person acting alone or by more than one person occurring on or off University premises that endangers the mental or physical health or safety of a student for the purpose of pledging or associating with, being initiated into, affiliating with, holding office in, seeking and/or maintaining membership in any organization whose membership consists of students.

These actions or situations endanger the mental, physical, and/or emotional health or safety of students.
Hazing is not just a Fraternity/Sorority problem!

Percentage of students in each activity experiencing at least one hazing behavior

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Varsity athletic team</td>
<td>74%</td>
</tr>
<tr>
<td>Social fraternity or sorority</td>
<td>73%</td>
</tr>
<tr>
<td>Club sport</td>
<td>64%</td>
</tr>
<tr>
<td>Performing arts organization</td>
<td>56%</td>
</tr>
<tr>
<td>Service fraternity or sorority</td>
<td>50%</td>
</tr>
<tr>
<td>Intramural sports</td>
<td>49%</td>
</tr>
<tr>
<td>Recreation club</td>
<td>42%</td>
</tr>
<tr>
<td>Other*</td>
<td>30%</td>
</tr>
<tr>
<td>Academic club</td>
<td>28%</td>
</tr>
<tr>
<td>Honor society</td>
<td>20%</td>
</tr>
</tbody>
</table>

*Includes culture and religiously affiliated clubs and organizations and student government.

SOURCE: College of Education and Human Development, University of Maine
Hazing includes:

- **Physical brutality** (whipping, beating, branding, electric shocking, etc.)
- **Physical activity** (sleep deprivation, exposure to the elements, forced calisthenics)
- **Forced consumption of food, liquor, drugs, or other substances, etc.** (deprivation of food and water also considered hazing)
- **Any activity that intimidates or threatens students** (ostracism, extreme mental stress, shame, or humiliation)
- **Activities that encourages individuals to violate university, local, state, or federal law.**
Did you know?

• Even if a student gives consent to participate in an activity, it is still considered hazing!

• Written and verbal consent cannot be used as a defense to any charges that violate university policy and state law.
How to know if you or your advisor is violating hazing policies

• Engaging in hazing
• Encourage, direct, aid, or attempts to aid someone else haze
• Knowing that the act of hazing is going to occur or that it has occurred and failing to report these incidents.
• Permits hazing to occur
• Fail to report hazing
Individual Consequences of Hazing

- Student disciplinary sanction up to and including expulsion from ASU
- Removal from student organization/chapter
- Class B misdemeanor – violation that does not cause serious bodily injury to another (Failing to report hazing)
- Class A misdemeanor – offense that causes serious bodily injury
- Felony Charges - serious offense that causes death
- Fine
- Jail time
When student organization participate in hazing...

University Policy:
• Suspended or lose rights to be an organization at ASU.

Civil and Criminal Sanctions:
• Misdemeanor offense – minimum fine of $5,000
Why is it important to Report?

• Reporting incident of hazing may grant students immunity from university imposed sanctions

• State may also grant immunity from prosecution for reporting hazing incidents
Topic 3: Sexual Misconduct and Title IX
Behaviors covered by Angelo State’s Sexual Misconduct & Title IX Policy include:

- Sexual Misconduct
- Sexual Violence
- Sexual Harassment
- Sexual Assualt
- Stalking
- Public Indecency
- Sexual Exploitation
- Gender Based Discrimination or Harassment
WHAT IS CONSENT?

Consent is an agreement between people to engage in sexual activity. Permission needs to be freely given from all parties every time!

Consent does not count if it is given as a result of threats, violence, intimidation, coercion, or incapacitation.

You can withdraw consent at any point if you feel uncomfortable. It’s important to clearly communicate to your partner that you are no longer comfortable with this activity and wish to stop.

Once you have communicated that you want the activity to stop, sexual activity must stop immediately.
Examples of Sexual Harassment

• Direct or indirect threats or bribes for unwanted sexual activity
• Sexual overtones and comments
• Intrusive sexually explicit questions
• Sexually suggestive sounds or gestures such as sucking noises, winks, or pelvic thrusts
• Repeatedly asking a person out for dates, or to have sex
• Touching, patting, punching, stroking, squeezing, tickling, or brushing against a person
• A neck/shoulder massage
• Rating a person's sexuality

• Ogling or leering, staring at a woman's breast or a man's derriere
• Spreading rumors about a person's sexuality
• Name-calling,
• Sexual Ridicule
• Frequent jokes about sex or males/females
• Letters, notes, telephone calls, or material of a sexual nature
• Pervasive displays of pictures, calendars, cartoons, or other materials with sexually explicit or graphic content
• Stalking a person
• Attempted or actual sexual assault
What to do if you experience this.

Option 1: Report Incident to the office of Title IX Compliance
• Follow up with students for details
• Explain to students what their options are
  • ASU can investigate and remedy the situation
  • File criminal charges
  • Do nothing (at the time)
• Informs students of resources and accommodations
  • Change housing assignments or class schedules
  • Provide support in making counseling appointments on or off-campus
  • Assist working with professors
  • Assist filing criminal charges
  • Filing and enforcing a restraining order
Report Sexual Misconduct to the Office of Title IX Compliance

Michelle Nicole Boone, J.D.
Director of Title IX Compliance/Title IX Coordinator
michelle.boone@angelo.edu

Title IX Officer
Milan McMurray
Mayer Administration, Room 210
325-942-2022

www.angelo.edu/incident-form
Confidential Resources

- Medical Professionals at the University Health Clinic
- Counselors at the University Counseling Center & ASU 24-Hour Crisis Helpline
- Clergy
- Off campus advocacy centers such as Concho Valley Rape Crisis Center
CALL THE ASU CRISIS HELPLINE
325-486-6345
24/7/365
Assistance for students experiencing:
Mental Health Crisis/
Suicidal Thoughts/Substance Abuse/
Interpersonal Violence/Sexual Assault
Topic 4: Behavior at Parties and Events
Events on Campus

Special Events—individuals that make it happen!
Know them, love them, respect them!

• Reserve Space with Special Events
• Submit a solicitation request form if giving away or selling items
• Know the risks that come with hosting your event.
  • Will the event require participants/attendees to sign waivers (e.g. mechanical bull at Fall Fest)
  • Will the event activities need formal safety rules and procedures?
  • What happens if too many people show up to the event?
Behavior at Parties

Relevant content covered in previous sections:

- Alcohol and Drug Use
- Hazing
- Sexual Abuse
Behavior at Parties

Can your organization be held responsible for an individual’s behavior at a party?

- absolutely

Remember

In addition to the group being held responsible, members, officers, and even advisors may be held individually responsible for an individual member’s actions.
What we mean...

Consider your RSO’s reputation:

• The actions of your members reflect on your organization and ASU
• Ensure you communicate expectations with members early on
• Be pro-active—not reactive
Texas 911 lifeline law

Prevents individuals under 21 from being charged for possessing or consuming alcohol if:

• She/He helps a person receive emergency treatment due to possible overdose of alcohol
• She/He is the first person to request medical attention
• Stays with individual until medical assistance arrives
• Cooperates with medical assistance and law enforcement personnel
Signs of Alcohol Poisoning

• Unconscious or semiconscious (passed out)
• No response to pinching
• Slow or irregular breathing: less than 8 breaths per minute, 8-10 seconds between breaths
• Low body temperature
• Slow heart rate
• Bluish or pale, cold clammy skin
• Vomiting while “sleeping” or passed out
Did you know?

• If 25% of the individuals present at social event, party, etc., are members of a student organization, that gathering becomes that RSO’s sponsored event.
Topic 5:
Fire and Other Safety Issues
Students and RSOs are required to follow fire and safety codes within building and when hosting events on or off-campus.

Monitoring organization activities and implementing controls and procedures to proactively minimize the consequences of an incident and/or loss.
When Hosting an Event or Meeting

Conduct a Site Survey

• Know space capacity of rooms or spaces before hosting an event
• Assess the condition of the facility
• Locate utilities shutoff

Know emergency procedures

Locate fire extinguishers, evacuation routes, and fire exits

Is the facility equipped with smoke detectors, emergency lighting, sprinklers?
Plan for Emergencies

Develop contingency plans in case of:

- Fires
- Inclement weather (Lightening, Tornado, Hail, Floods)
- Utility outages (Electricity, Gas, Water)
- Medical Emergencies
Campus Carry

• Allows individuals to possess a concealed handgun on campus
• Individuals **MUST** be licensed to carry weapon
• Applies to faculty, staff, students, and visitors.
Places weapons are prohibited:

• NCAA sporting events
• UIL sanctioned events
• Health Clinic
• Labs
• Graduation ceremonies
• Anywhere alcohol is being served
Topic 6: Travel
If your RSO is traveling:

Angelo State OP 70.09:

• An employee (faculty, staff, teaching assistant or graduate assistant) **must** be accountable for out-of-town trips involving departmental student groups or sponsored student organizations and ensure that all travel documents are completed prior to travel.

• An accountable employee must accompany the students unless prior approval to travel without accompaniment is granted by the appropriate vice president on the Student/Group Travel Form.
• Have each trip participant complete a "Student Activity Release Form" and/or “Student Activity Release Form Private Vehicle” return it to the department administrator who is responsible for retaining the releases.

• Send a duplicate copy of the Student/Group Travel Form and Student/Group Travel List to the University Police Department ten (10) days prior to the trip.
If you are driving:

Consider the following:

- Vehicle condition
- Vehicle loading
- Fatigue
- Distractions
- Emergency expenses
- Length of trip and number of drivers
- Weather and road conditions
Topic 7: Adopting a Risk Management Policy
According to State Law:

**Registered Student Organizations must:**

1. Identify risks that could occur for each activity of the event
2. Identify ways to reduce risks and prevention of harmful things
3. Create a plan for what to do if something happens
Policy must include:

Standards to reduce the risks during:

• Community service activities
• Fundraising activities
• Socials
• Traveling
• Other events
Don’t get sued!

In case that anything does happen during events you, your organization, and/or its officers can be sued.

Protect yourself, your organization, and the institution by creating a plan and Risk Management Policy

If you are hosting an activity where individuals may get hurt:

• Use activity release forms!
• Have a plan
Topic 8:
Issues regarding individuals with disabilities
State and Federal Law mandate:

- Equal access for persons with disabilities
- Prohibits discrimination on basis of disabilities in programs and activities in public and private institutions that receive federal funds.
What does this mean for RSO’s?

• As representatives of the university, organizations should avoid discrimination and provide equal access in programs and activities to ALL students, regardless of abilities.

• It is your responsibility to provide accommodations if needed.
Student Disability Services

- Individuals with disabilities need to register with Student Disability Services
- Accommodation issues can become serious complaints (or lawsuits)
- If your organization receives a request for accommodations, reach out to SDS office for support on how to fulfill accommodation requests

Contact: Dallas Swafford, Director
(325) 942-2047
UC 112
Student Code of Conduct

• Applies to ALL students and Student Organizations
• RSOs are responsible for the actions and conduct of its members when one or more of its members (acting in the capacity of their membership) violate the code.
• RSOs that violate student code of conduct will be subject to disciplinary procedures—loss of RSO status or ability to function on campus

Code applies to conduct that occurs:
• On-Campus
• During University events or activities
• Off-Campus
How to Report an Incident

To file a report:

• Complete an online Incident Report Form
• Visit or call the Office of Student Affairs
  • UC 112
  • 325-942-2047
Next Steps...

• Present this information to your general membership
• Submit Statement of Completion form to MSAP office
• Meeting Minutes and Sign-In Sheet from the event in which information was shared
• Submit a Risk Management Policy

You will be able to see the status of your organization’s compliance on our Student Organization website