



PHI DELTA THETA
BECOME THE GREATEST VERSION OF YOURSELF



Amnesty Program



Purpose

Don't Tarnish the Badge, Phi Delta Theta's amnesty program, exists to offer an opportunity for any chapter that is concerned with their commitment to Phi Delta Theta's risk management policies and wishes to seek help in developing a more positive values-based experience for their members and Phikeias in accordance with the Cardinal Principles and risk management policies of the Fraternity.

Don't Tarnish the Badge means looking out for one another, stepping in when concerns arise, and choosing transparency over silence. Early intervention, transparency, and a willingness to seek help are essential to preventing harm and protecting our brotherhood.

Eligibility

A chapter may request amnesty for violation of Fraternity policy involving alcohol, drugs, and for some hazing behaviors, including but not limited to:

- Noncompliance with Fraternity risk management policies related to event management and alcohol.
- Violation of Phi Delta Theta's substance-free housing policy.
- Facilitation of hazing behaviors by the chapter or its members, in which the behavior was:
 - Immediately stopped, no medical attention was needed, and alcohol and/or drugs were not involved.
 - Prior behavior reported by chapter leadership to seek help from General Headquarters and to actively change or remedy the organization's culture.

Any chapter of Phi Delta Theta is eligible to request enrollment in the amnesty program. An incident reported by a third party, including the host institution, is not eligible for amnesty.

General Headquarters

Phi Delta Theta International Fraternity
2 South Campus Avenue
Oxford, Ohio 45056

Contact

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Connect


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Program Details



Intake

A chapter officer or officers may request participation on behalf of their chapter at any time. It is recommended that, at a minimum, the chapter executive board is in support of changing chapter behavior or culture. A concerned group of members who are opposed to current chapter practices but lack chapter leaders willing to participate in the amnesty plan may request participation. In this scenario, the outcome may result in some officers being removed from their positions and other disciplinary measures deemed appropriate. A request to participate can be made by email, phone call, or in person during a Fraternity event or chapter visit. The chapter members requesting participation must contact a General Headquarters staff member or the province president directly; the request cannot be anonymous, as member buy-in and ownership are critical to the success of the program.

Evaluation

Once a request has been made and confirmed as legitimate, a member of the General Headquarters staff will schedule a preliminary assessment meeting. This meeting will include the member(s) who initiated the contact, the chapter advisory board chair, the province president, and the chapter support coordinator. This assessment will require an honest and candid dialogue about the chapter's noncompliance with the risk management policies. Additional follow-up meetings may be needed prior to moving forward.

Each chapter poses unique challenges that lead to policy violations; therefore, regardless of the nature of the reason for amnesty, a custom action plan will be developed by the General Headquarters staff, the province president, the chapter, and the chapter advisory board to provide the chapter with the necessary tools and support to change the chapter's culture and self-accountability.



Chapter Commitment

Upon self-accepting amnesty, the entirety of the chapter is to be notified within forty-eight hours of acceptance by the group of members who sought amnesty.

Once the chapter has accepted amnesty, all risk management violations must stop. Unfortunately, some chapters may incur resistance from some members. Should this occur, individual member interviews may be necessary to identify and possibly remove those members who become a roadblock to the chapter's success by not agreeing to the amnesty plan and necessary cultural changes.

A recommitment retreat will be co-facilitated by chapter leaders, local advisers, and the province president and/or General Headquarters staff. The content, timing, and delivery of this retreat will be determined based on chapter need during the evaluation process.

Education and Support

A tailored support plan will be developed by General Headquarters staff, the province president, and the chapter advisory board. A General Headquarters staff member(s) within chapter services will work with the chapter leadership on a recurring basis, typically ranging from weekly to bi-monthly, on the execution of the chapter's unique action plan. This is primarily done through remote support, with additional in-person support as needed.

Chapter members and chapter leadership will complete additional education to support creating effective change and developing a plan for long-term chapter success.