

Tau Epsilon Phi

## **Statement of Position**

on Abuse of Alcohol and Controlled Substances

Tau Epsilon Phi Fraternity recognizes that the abuse of alcohol and controlled substances is widespread in our society. We further recognize that abuse of this sort is often exhibited by members of fraternal organizations. In many cases this abuse represents the health problem of addiction. Although the abuse and accompanying problems are not inherent to fraternal life but rather indicative of society at large, we at Tau Epsilon Phi believe it is our responsibility to address these issues. As brothers, we are dedicated to the good of the whole. As a fraternity, we are directed to aid our brotherhood in time of need. Be it resolved, then, that we follow these standards:

Tau Epsilon Phi Fraternity discourages the abusive or excessive use of alcohol and controlled substances.

All brothers of Tau Epsilon Phi must conform to the laws and regulations of their state, province, county, city and institution of higher learning as pertains to the use of alcohol or any other substance.

The chapters and colonies of Tau Epsilon Phi must educate their members about the symptoms, dangers and consequences associated with the abuse of alcohol or controlled substances.

If a brother of the Fraternity believes that a fellow member is abusing alcohol or controlled substances, he is strongly encouraged to confront that member concerning his problematic behavior. He is further encouraged to help that member pursue appropriate aid and counseling.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Dry Rush

- While the moderate and legal consumption of alcohol, in and of itself, does not constitute a problem, the illegal use and abuse of alcoholic beverages is widely recognized as a major problem in our society. As members of society, particularly the higher education community, college fraternities are highly concerned about alcohol abuse. The Tau Epsilon Phi Fraternity, therefore, encourages the development of education programs which stress the potential dangers of alcohol abuse and the advantages of responsible, legal use of alcoholic beverages.
- Since the period of member recruitment is the first substantive contact a prospective member has with fraternities, it is an important and appropriate point at which to begin to address fraternities' educational and brotherhood responsibilities among their members, as well as to speak to any adverse public opinion as to alcohol use and abuse among fraternities.
- Based upon the premise that the excess and/or illegal use of alcohol to attract young men to fraternity membership is counterproductive to introducing and developing true brotherhood, the Tau Epsilon Phi Fraternity believes that DRY RUSH:
  - Will attract a greater number of high quality rushees, and improve the retention ratio of new members;
  - Will enhance the fraternity movement on the campus and in the community;
  - Will enhance parental support of fraternity membership;
  - Will foster creative competition among fraternity chapters;
  - Will develop more fully the recruitment and interpersonal skills of fraternity members;
  - Will diminish the risk of personal legal liability, property damage and violation of liquor laws;
  - Will save substantial sums of money.
- Tau Epsilon Phi Fraternity therefore states its support of Dry Rush for all college and university fraternity systems, and encourages Interfraternity councils to move immediately toward the complete elimination of alcohol in recruitment programs.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on the Fundamentals of Rushing

On the basis of experience, and collected data, Tau Epsilon Phi Fraternity believes that those systems of rushing are most productive and beneficial which

- Exclude the use of alcohol;
- Are “open” without restrictive regulations;
- Are individual and personal in approach;
- Are open to all, without registration or charges;
- Minimize Interfraternity and chapter expenses;
- Emphasize useful information;
- Start at the earliest time and continue throughout the calendar year;
- Encourage participation of upperclass, transfer and graduate men.

Tau Epsilon Phi Fraternity will be pleased to provide advisory services to any chapter or colony which wishes to evaluate its current rushing programs.

Tau Epsilon Phi Fraternity

## **Statement of Position**

on Discrimination

Tau Epsilon Phi has long held the belief that the benefits of fraternal life and membership in Tau Epsilon Phi Fraternity should be available to college men of all varieties and backgrounds. We have further held the belief that a diversity of membership will ultimately make for a stronger brotherhood. Although prejudices and discrimination remain widespread in our society, we must hold our organization and brotherhood to a higher standard. Tau Epsilon Phi Fraternity therefore affirms the following:

The brothers of Tau Epsilon Phi shall not discriminate by race, religion, creed, color, sexual orientation or national origin when choosing new members to become candidates of the Fraternity.

The brothers of Tau Epsilon Phi shall not discriminate by race, religion, creed, color, sexual origination or national origin in any interaction with unaffiliated individuals or organizations.

By no action or statement shall the brothers of Tau Epsilon Phi support discrimination of this sort.

Tau Epsilon Phi Fraternity

## **Statement of Position**

on Rush and Candidate Education Activities

Since the general public often has a negative view of fraternal life, and since Rush and Candidate Education activities represent among the most visible and important functions of any Fraternity, these activities often become the focus of negative attention. It is accepted that a better general perception of fraternity life will have positive benefits for Greek membership and operations. Tau Epsilon Phi Fraternity therefore holds these activities must be conducted in such a manner to preserve the good name of Tau Epsilon Phi and Greek life in general. Toward that goal we set forth the following standards:

No activities should at any time present a danger to the life and limb of any of the participants.

All activities and any advertisement thereof must be conducted within the boundaries of good taste. Obscene or unreasonably offensive acts or materials are prohibited.

The use of sexually explicit acts or materials is prohibited.

At all times, the actions and speech of the brotherhood must reflect well on the name of Tau Epsilon Phi Fraternity.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Sexual Conduct

The Founders of this Fraternity choose Chivalry as one of the Ideals upon which to build Tau Epsilon Phi. In the decades since our Founding, relationships and standards of conduct between the genders have undergone considerable change. The issues of sexual assault and sexual harassment are as much a concern in Greek life as they are in society at large. We at Tau Epsilon Phi believe that the pursuit of Chivalry requires the treatment of all individuals, especially those of the female gender, with respect and consideration. As such, Tau Epsilon Phi Fraternity sets the following standards of conduct:

The brothers of Tau Epsilon Phi shall *never* initiate sexual contact with a partner through the use of force or other means of coercion. The brothers of Tau Epsilon Phi shall never initiate sexual contact with a partner whose judgment is in any way impaired.

The brothers of Tau Epsilon Phi shall never harass another individual, in a sexual manner or otherwise, through words or actions.

The chapters and colonies of Tau Epsilon Phi are responsible for educating their members in such a manner that misconduct of this sort is never tolerated.

At all times the brothers of Tau Epsilon Phi shall conduct themselves as gentlemen.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Little Sisters and Female Membership

It is the basis of Tau Epsilon Phi Fraternity to provide a forum and a meeting place for men to share aspirations, ideals and accomplishments. We believe there are benefits for the Fraternity and society at large in the exclusive fellowship of men. We further believe that the interests of those women pursuing Greek Life are best served by those Sororities and Woman's Fraternities which already exist. Furthermore, the Fraternity has already prohibited any actions that organizes, fosters, or encourages the existence of any undergraduate auxiliary group and especially those known as "Little Sisters." As such, the Fraternity sets forth the following guidelines prohibiting female affiliation with Tau Epsilon Phi Fraternity:

The extension to any woman of candidate, associate, or brotherhood status in Tau Epsilon Phi is expressly prohibited.

No chapter or colony of Tau Epsilon Phi shall allow the organization of any Little Sisters' organization or female auxiliary.

No woman designated as a Sweetheart of Tau Epsilon Phi shall pay dues to the Fraternity or support the Fraternity in any organized manner except that of her individual choosing.

Tau Epsilon Phi Fraternity

## **Statement of Position**

on Relationship with Host Institutions

Tau Epsilon Phi Fraternity shares a goal with the colleges and universities which host our chapters and colonies. We both wish to assist our members in achieving excellence and accomplishment in a variety of fields including academic achievement, betterment of self, growth as a leader, and service to the community. Tau Epsilon Phi recognizes that these ends are best reached when the fraternity works in concert with the Host Institution. We also recognize that officials of those institutions often have more regular personal interaction with undergraduate officers than Fraternity staff or volunteers. We must therefore make every reasonable effort to maintain good relations with those Host Institutions. Tau Epsilon Phi Fraternity sets the following guidelines for maintaining those relations:

Chapters and colonies on those campuses where the Host Institution has recognition policies or standards must conform to those standards and policies.

Chapter consultants and staff who make chapter visits shall meet with the appropriate representatives of the Host Institutions when at all possible.

In those situations where a chapter or colony might be subject to disciplinary action from the National Fraternity or Host Institution, the National Staff shall work with the appropriate Institution officials in the investigatory process and determining any sanctions where necessary.

Tau Epsilon Phi Fraternity shall keep the Host Institution informed of any major changes with the chapter or colony on their campus as well as major changes of policy within the National Fraternity which might affect the Host Institution.



Tau Epsilon Phi Fraternity

**Statement of Position**

on Fraternal Values and Ethics

Tau Epsilon Phi Fraternity recognizes that the Ideals laid forth by our Founders demands a foundation of basic values and ethics from our brotherhood. We further recognize that these values and ethics are common to the fraternal experience. We acknowledge that the basic expectations put forth by the National Interfraternity Conference are an excellent statement of those values which has been accepted by the Greek community. Tau Epsilon Phi therefore resolves that the following shall be the basic expectations for our undergraduate membership:

I

I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.

II

I will strive for academic achievement and practice academic integrity.

III

I will respect the dignity of all persons; therefore I will not physically, mentally, psychologically, or sexually abuse or haze any human being.

IV

I will protect the health and safety of all human beings.

V

I will respect my property and the property of others; therefore I will neither abuse nor tolerate the abuse of property.

VI

I will meet my financial obligations in a timely manner.

VII

I will neither use nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol.

VIII

I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.

IX

I will challenge all my fraternity members to abide by these fraternal expectations and will confront those who violate them.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Expansion

Tau Epsilon Phi Fraternity has committed itself to the establishment of strong chapters and a growing undergraduate membership dedicated to the ideals of the fraternity. Just as rush is the lifeblood of the fraternity for our undergraduate chapters, so too is the colonization and establishment of new chapters vital to the National Fraternity. In bringing the ideals and standards of Tau Epsilon Phi to a variety of new campuses nationwide, we can more easily fulfill our mission. We recognize that we must pursue the goal of expansion in an orderly and premeditated fashion so that we might have the greatest long term success in both establishing and retaining new chapters. As such, Tau Epsilon Phi Fraternity sets the following guidelines for Expansion:

Where possible, Tau Epsilon Phi shall attempt to reactivate those chapters on campuses where the Fraternity has been successful in the past, especially those inactive chapters which have a strong and active alumni base.

Tau Epsilon Phi shall pursue colonization in geographical regions where the Fraternity already has a strong undergraduate or alumni presence. In this way, we can provide better support for our expansion groups.

Tau Epsilon Phi shall pursue colonization at those colleges and universities which already possess a strong Greek system.

Tau Epsilon Phi shall respond to all requests from school administrations or student groups to pursue expansion. Tau Epsilon Phi shall pursue colonization with those groups and campuses which are deemed to be viable for long term success for a chapter of Tau Epsilon Phi.

Tau Epsilon Phi shall not pursue expansion on any campus which cannot reasonably be serviced and assisted by Fraternity staff or alumni volunteers.

Tau Epsilon Phi shall make every reasonable effort to establish and maintain good relations with the Host Institution of any campus on which we wish to pursue expansion.

Tau Epsilon Phi Fraternity

## **Statement of Position**

on Human Dignity

Tau Epsilon Phi Fraternity recognizes that the concept of the social community of man is basic to the mission of our Fraternity and that it is our ambition to teach our members to better themselves. We know that all forms of bigotry and chauvinism are antithetical to our mission in that they deny the community of man and prevent personal growth. Any act, attitude, or communication by a member or members of Tau Epsilon Phi meant to demean other human beings on irrational grounds is instead demeaning to our Fraternity. Therefore, Tau Epsilon Phi Fraternity resolves the following:

Tau Epsilon Phi Fraternity firmly opposes all physical, verbal, psychological, or sexual abuse of other human beings on such irrational basis as ethnic background, race, religion, membership status, national origin, gender, sexual orientation, or state of health.

This conviction and commitment to Human Dignity should be made apparent in all words and actions of all members, chapters, and colonies of Tau Epsilon Phi.

Tau Epsilon Phi Fraternity

**Statement of Position**

on Transgender Members

The Portals of Tau Epsilon Phi Fraternity are open to all who identify as male, who are of good moral character, and conform to the ideals of the fraternity. Members who have been initiated that may no longer identify as male are welcome to retain their membership should they so choose.

In recognition that transgender awareness is an evolving process, Tau Epsilon Phi Fraternity will make every opportunity to connect chapters, colonies, alumni, and interest groups with resources to educate members on the best practices to welcome and support our transgender candidates and members.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Mental Health

Tau Epsilon Phi Fraternity, Inc. understands that mental health issues are common among the population and especially common within college and university settings. Research has shown that college men are often the least likely to seek help for general mental health or psychiatric illness. Mental health issues are consistently associated with lower GPA, higher rates of dropout, lower quality of life, and suicidal thoughts and attempts.

Tau Epsilon Phi strives to promote a strong and healthy brotherhood within and across chapters. For this reason, we have adopted the following positions regarding mental health:

- That chapter brothers are a formidable first line of defense to minimize the impact of mental health disorders. When possible, brothers are best advised to regularly discuss mental health and well-being using active listening skills like open-ended questioning, honesty, open body language, and summarizing for understanding. While these skills are not a complete substitute for professional counseling, they serve as tools to promote unity and compassion.
- That chapters promote well-being for each of its members across all domains: physical, emotional, social, spiritual, environmental, and mental health. These factors interact with each other and general well-being is positively correlated with mental health. Chapters might host wellness days, participate in intramural sporting events, scheduled chapter dinners, engage community support events, and more.
- That all members of Tau Epsilon Phi work to reduce the stigma of mental health treatment within the organization, on campus, and in the community. One in every four individuals struggle with a diagnosable mental health complication and pro-treatment attitudes lead to healthier brothers, students, and communities.
- That individuals who struggle with mental health issues seek treatment. Across the nation, thousands of campus counseling centers offer individual and group therapy services designed to target concerns especially common to college men: depression, anxiety, substance abuse, eating disorders, PTSD, sexual health issues, and other adjustment disorders. Additionally, there are various hotlines designed to assist individuals who are in crisis scenarios, warranting immediate attention.

Please visit the National website at [www.tep.org/health](http://www.tep.org/health) for links to outside assistance.

## Tau Epsilon Phi Fraternity

### **Statement of Position**

#### on Diversity, Equity, and Inclusion

Friendship, Chivalry and Service are the core values of Tau Epsilon Phi. We were founded upon the belief that fraternal membership should be available to all. As we continually strive toward these ideals, we also acknowledge that there have been moments in our history where we could have been more inclusive, rather than exclusive. As time progresses, our diverse make-up of membership increases, and so must our dedication to fairness and mutual respect.

We acknowledge that it is not enough to speak about inclusivity; we must continue to take active steps to foster it. TEΦ embraces our differences of race, religion, ability, ethnicity, and sexual orientation. The Fraternity does not condone any prejudices, harassment, destruction, or personal degradation against anyone based on differing backgrounds. This can include (but is not limited to) verbal harassment, physical aggression, sexual harassment, discrimination, and intolerance.

In addition to stating our position on diversity, equity, and inclusion, we have:

- Established a standing Diversity, Equity, and Inclusion (DEI) Committee
- Committed to working alongside the North American Interfraternity Conference (NIC) and its member organizations to coordinate and roll out educational resources to our members
- Established a portal at [www.tep.org/deicomplaint](http://www.tep.org/deicomplaint) that allows anyone to report bias-related allegations or incidents having to do with our membership
- Established a review process for taking corrective action where appropriate

We welcome your feedback. If you would like to share any ideas on how we might improve in this area, please feel free to email us at [dei@tep.org](mailto:dei@tep.org).