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Standards of Human Dignity

The Fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, including any harassment or other conduct that is demeaning to another person. The Fraternity will encourage its members to formulate and honor high standards of social conduct which recognize the human dignity of every individual. Please see the below Policy on Diversity and Human Dignity.

Policy on Diversity and Human Dignity

Introduction

The college and Delta Sigma Phi experience gives our members the opportunity of broadening their horizons by affirming each person's dignity. Higher education is incomplete if there is no real achievement in understanding and appreciating the differences in people. Differences do not threaten common bonds; they can be a means of strengthening and enriching them.

Human Decency & Dignity

Delta Sigma Phi teaches and is committed to the principle that dignity, self-esteem and respect are inalienable rights of each individual. Every brother shares the responsibility of preserving the rights of all brothers, new members and guests on all occasions. The Fraternity will not tolerate any activity that is destructive, demeaning or abusive to anyone or any groups nor tolerate any form of personal degradation. For example, any abusive conduct or speech directed towards a protected class of individuals (including but not limited to race, color, national origin, gender, religion, age, disability, or sexual orientation) is inconsistent with the principles of Delta Sigma Phi.

Delta Sigma Phi recognizes that self-respect, esteem and respect for others are essential elements of interpersonal relationships and supports the preservation of human dignity. The Fraternity charges its members to live up to the expectations of the Ritual and to exemplify the ideals of the Fraternity in their daily lives and to hold their brothers accountable to these same expectations. A member's social media presence is expected to exemplify the ideals of the Fraternity in accordance with the Code of Conduct. For example, images that depict or statements that condone hazing, alcohol abuse, drug use, explicit sexual activity, and nudity are grounds for disciplinary action against a member.

When we link brotherhood and education, however, differences are understood and valued. When different ideas and viewpoints can emerge, we ensure a variety of the best ideas in the community of mankind.

Abuse and Harassment

The Fraternity will not tolerate or condone any form of discriminating, harassing or abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions, activities, or events, whether on chapter premises or an off-site location, that are demeaning or offensive, including but not limited to verbal harassment, psychological or physical abuse, unwanted sexual advances, and any form of sexual assault and/or violence.

Non-Discrimination

In any campus or community involvement, conduct becoming a Delta Sigma Phi Brother dictates courtesy regardless of another's difference/diversity. A Delta Sigma Phi Brother will respect another's individual rights as he wishes his own to be respected. A Delta Sigma Phi Brother should be open to an exchange of valuable knowledge and positive experience. A Delta Sigma Phi Brother is willing to acknowledge another's contribution to the common welfare. Delta Sigma Phi chapters are about students, and Delta Sigma Phi has a prime role as an educator.

Membership in each chapter shall be determined by performance, educational achievement and criteria related to the goals and purposes of the Fraternity. Membership is open to all men without regard to race, color, national origin, religion, age, disability, ancestry, citizenship, marital status or any other classification as required by law or ordinance.

Policy on "Little Sisters"

1985 Delta Sigma Phi Fraternity Convention Resolution

Delta Sigma Phi recognizes that there is need for a method by which we can recognize women for their past dedication and devotion to our Fraternity. Several recent court decisions have ordered several all-male organizations to involuntarily accept females as full-fledged members with all rights and privileges.

Delta Sigma Phi Fraternity recognizes that a symmetrical culture, a Fraternal communion among the colleges of this country, and a Brotherhood of Men, whose ideals and beliefs are those of modern civilization, are essential to the welfare of our college men. It is a cardinal virtue of our Brotherhood that Delta Sigma Phi is and shall remain a Brotherhood of Men.

In furtherance of this commitment, the following policies are hereby established and ordained with regard to recognition of certain women for their past and continued devotion to our beloved Fraternity:

1. A chapter may choose to recognize any certain women for their past deeds-in-service to the Fraternity. Women recognized in this manner may not be referred to with any family title or with any words symbolizing or representing Delta Sigma Phi such as "Little Sisters" or "Daughters of the Nile."
2. Under no circumstances will a rush be held to recruit new individuals to be honored this way. Likewise, because these individuals are not members of an organization, there is no "trial" or "pledge" period. These individuals are recognized for past devotion and involvement.
3. Women honored in this way shall not be considered as an auxiliary group and must never be recognized as an official campus organization. They will not be permitted to hold regularly scheduled obligatory meetings, to establish or maintain separate account for the administration of funds and will have neither elected nor appointed officers. The (Delta Sigma Phi chapter) president may appoint a brother to oversee any activities involving these women.
4. There is no initiation ceremony; however, these women should be publicly honored for what they have accomplished. Any social function may suffice, and some chapters have found that it works well to provide this recognition at the annual spring formal.
5. In order to assure the honorary nature of this recognition, it is suggested that this honor be bestowed with discretion. The total number of women recognized by a chapter shall be determined by individual chapters.
6. As these women are in no way considered members of our Fraternity, they will not be permitted to display or make any other use of our copyrighted crest or be photographically present on the chapter composite.

Adopted by the 1985 Convention, Indianapolis, Indiana

Statement on Open Expansion and Recruitment

The Policy of Delta Sigma Phi Fraternity is to support the right of freedom of association and the freedom of choice. As a member of the North American Interfraternity Conference we support the conference, its member fraternities and its policy to oppose restrictions or controls on expansion, recruitment, or joining any fraternity. As a member of the North American Interfraternity Conference and local Interfraternity or Greek Councils, Delta Sigma Phi chapters and individual members will support other fraternity chapters with their pursuit of recognition on their host campus.

Delta Sigma Phi believes that the fraternity experience is inseparable with the interest and mission of the university community and strives to be officially recognized by the host institution. If circumstances would arise that the requirements of the host institution would be seen as intrusive upon the Fraternity or the actions of a chapter may be seen as counter to the mission of the host institution, Delta Sigma Phi would take responsibility to determine its existence at the respective university.

Delta Sigma Phi supports the concept of Open Recruitment, and that all men, including freshmen, are eligible to participate if the individual is in good standing with the local Interfraternity Council and/or the university.

Statement on Membership

Membership in each chapter and colony of Delta Sigma Phi Fraternity shall be determined by educational achievement, character, financial responsibility, leadership ability and personal development. Consideration for membership is open to men without regard to race, color, national origin, religion, age, disability, ancestry, citizenship, sexual orientation, marital status or any other classification protected by law or ordinance.

Trademark Policy

Members must respect all copyright and other intellectual property laws. For the Fraternity's protection as well as their own, it is critical that Members show proper respect for the laws governing copyright, fair use of copyrighted material owned by others, trademarks, and other intellectual property, including the Fraternity's own copyrights, trademarks and brands. Official versions of the Fraternity insignia shall be protected by trademark registration. The design or representation of the Badge, Coats of Arms, Seal, Pledge Button, Flag, Greek and/or Roman letters Delta Sigma Phi, and the words "Delta Sigma Phi" shall not be manufactured, created, used or offered by sale by any person, company or firm except as specifically authorized in writing by the Executive Director. Further, any logos displayed by members must not reflect any form of violent, discriminatory, abusive, offensive, demeaning, or otherwise message violating the Fraternity's rules and procedures.

Only the Executive Director may authorize commercial reproduction of the Fraternity's insignia, including the words "Delta Sigma Phi", any design or representation of the Badge, Coat of Arms, Seal, Pledge Button, Flag, and the Greek and/or Roman letters of Delta Sigma Phi. Anyone wishing to acquire merchandise bearing any insignia of the Fraternity shall obtain those items only from vendors which are currently authorized to produce or market official Delta Sigma Phi merchandise. Active chapters may utilize local commercial firms to produce material for their own chapter needs from time to time so long as such material is pre-approved. Prior to ordering such material, the chapter shall obtain approval from the Executive Director or designee. The Executive Director or designee shall not approve any text or design which casts the Fraternity in a negative light or is otherwise contrary to the ideals of the Fraternity, specifically including but not limited to any materials deemed to glorify alcohol or illegal substance use, or any materials considered to be sexist or demeaning to women, minorities or other person(s).

Social Media Policy

Social media is broadly defined as any kind of online tool, website, or application that allows individuals to exchange information and interact. Social media platforms may take the form of networking sites, blogs, media-sharing sites, and other interactive websites and applications. This Social Media Policy governs member content on all social media and messaging platforms, including, but not limited to the following sites: Facebook, Twitter, Instagram, YouTube, LinkedIn, Pinterest, Google +, Tumblr, GroupMe, WhatsApp, Snapchat, Kik, and Vine. This policy provides general guidelines on acceptable use of social media. ***Members are reminded that their conduct including conduct on any social media is subject to all other rules and policies of the Fraternity including those contained in the Constitution and Bylaws, Fraternity Manual, and Risk Management Policy, including the Code of Conduct.***

Delta Sigma Phi understands that social media allows members, affiliates and partners to engage in communication that:

- promotes the mission of Delta Sigma Phi, including any service projects of your chapter.
- shares opportunities within the Fraternity.
- shares any ideas you have for PR, service, fellowship, or rush shirts.
- communicates with members from other chapters, recognizing others' accomplishments.

Delta Sigma Phi encourages members to utilize social media to portray the Fraternity in a positive light. However, members or affiliates who misuse or abuse social media will be subject to disciplinary action, up to and including expulsion.

General Guidelines

Delta Sigma Phi has established general guidelines to protect our members and Fraternity.

- Before publishing content on social media, think about the content. Be respectful at all times and mindful of Delta Sigma Phi's other policies and rules, especially during any online discussion, debate, and disagreements.
- Members of the Fraternity are expected to represent the Fraternity's core values and mission and comply with the organization's rules and policies in their communications.
- Privacy on social media is minimal and even private or closed pages and groups can become public. Members should expect that any conduct on social media will be traced back to them. One does not want to injure his reputation or the reputation of the Fraternity. Assume all conduct occurs in the public sphere.
- Only spokespersons authorized by the Executive Director may engage in social media conduct on behalf of Delta Sigma Phi. The Executive Director must approve any social media sites appearing to be a Delta Sigma Phi sponsored site. Failure to obtain such approval violates the Fraternity's policies including, but not limited to the Trademark Policy. To obtain such approval, the individual who will serve as the account administrator must submit a summary of the proposed page including the underlying purpose of the page. Each chapter is authorized to maintain its own official social media accounts and pages without first obtaining Executive Director approval; however, the account administrator and chapter leadership are responsible for and will be held accountable for social media posts on the chapter's social media pages. The account administrator for any social media accounts or pages containing Delta Sigma Phi trademark must closely monitor all content on the page and ensure that content adheres to Delta Sigma Phi rules and policies. The administrator must promptly remove any content that violates Delta Sigma Phi rules and policies.
- Obey the law.
- Do not use any photos or other representations of the illegal use of alcohol and other drugs, or images that imply illegal use of alcohol or other drugs.
- Do not use any content that promotes, encourages, or supports hazing of any kind.
- Do not use any content that infringes on the human dignity of others. This includes any content that could be considered hateful towards a specific classification, including but not limited to race, color, national origin, gender, religion, age, disability, and sexual orientation.
- Do not use content that is vulgar or demeaning to others including, but not limited to photos or graphics including nudity.
- Do not use content that violates others' trademark rights without legal consent by the owner. This includes Delta Sigma Phi's trademarks.
- Private, confidential or proprietary information regarding the fraternity should not be discussed, shared, or posted on social media. Examples of this include financial information and business discussions regarding the fraternity.
- Social media should not be used as a means of engaging in harassing, intimidating or bullying behavior.

Monitoring and Reporting

Individual chapters are responsible for maintaining appropriate content on social media sites of the chapter. Chapters must ensure that their social media sites comply with all Delta Sigma Phi's and university's rules and policies. Any members or chapters suspecting a violation of this policy should report such to the Executive Director, or his designee. Although Delta Sigma Phi staff does not search social media for violations of our policies and rules, if staff becomes aware of potential violations, Delta Sigma Phi will investigate such conduct.